



# The Three Saints Academy Trust

## Benefits

The Three Saints Academy Trust are committed to recruiting and retaining the very best staff to ensure the very best outcomes for all our children. In order to do this, we prioritise all our staff to ensure they are both equipped to do a good job but also enjoy their time in work. Below is a list of benefits of being a member of staff in any of the schools in The Three Saints Trust.

**We are at the forefront of Education and don't stand still!**

### **Central School Improvement Team - Lead for the North West Learning Partnership**

Dedicated professionals with a proven track record of providing high quality professional development for all school staff at every stage of their career based on research, meeting the DFE Professional Development standards. Led by Deputy CEO supported by: Executive Director of English, Director of English, Director of Maths and Director of Safeguarding and Attendance.

### **The Three Saints MAT are the lead entity for NW3 Maths Hub - 1 of 40 Maths Hubs across the country**

The core purpose of the Maths Hubs Programme, coordinated by the NCETM, is to help schools and colleges lead improvement in mathematics education in England. NW3 Maths Hub supports 508 schools across Knowsley, Liverpool, St Helens, Sefton and Wigan. We seek to harness all the maths leadership and expertise within an area, to develop and spread innovative practice, for the benefit of all pupils and students. Maths Hubs are part of the wider development of school-led system leadership in England. We are the only training provider in the **North West with the NCETM CPD Mark**. We are the first Maths Hub in the Country to be accredited. Our aim is for **all Trust schools have a Teaching for Mastery (TFM) Specialist based in their school**.

We offer a very successful **ITT School Led Programme** training 20+ trainees per year in association with Liverpool John Moore's University. We offer programme for Early Years, Primary General, Primary with PE, Primary Maths and a range of Secondary programmes with our partners Rainford and Up Holland High Schools. We are the only provider in the North West Region to offer the Salaried Route into teaching.

The Three Saints has secured funding from the SHINE TRUST to design, develop and deliver a programme called **'Are you REALLY Reading?'** This is essentially a teaching tool (including resources) that will improve standards to teach inference skills. We are passionate about pupils from all backgrounds being able to really read. The consistent approach to teaching reading for meaning across school has directly impacted on raising standards across all curriculum areas. Teachers can adapt the basic principles of this project and develop ownership and autonomy taking it forward (including expertise from KS3 & KS4 staff). This programme has already been introduced in EYFS-Y6 across the Trust schools and we are ready to share this further with other schools interested in joining the Trust.

The Three-Saints Trust in association with SHINE Trust has developed the **Nurturing Young Mathematicians Programme**. This is for all Nursery settings (school and PVIs). Young children need a range of deep experiences to get a 'real' understanding of mathematics from nursery age. This programme aims to give them the range of experiences that will support their early mathematical development with a focus on number, pattern and early sequencing. It ensures the development of their mathematical dexterity that will support their future schooling as mathematicians. Training/coaching and mentoring includes all nursery practitioners and parents. All Trust schools are encouraged to be part of the programme.

A Bi-annual **Three Saints Trust conference** linked to the Trust KPIs. Based on school need creating a culture of reflective research across the Trust leading to sustainable leadership at all levels.

### **'Job Satisfaction' Conversations**

Deputy CEO meets all teaching staff and CFOO meets with all support staff across the Trust to determine a talent management pathway for all staff, at every level. This is designed on an individual basis to aid recruitment, retention and ongoing development across all schools.

### **Access to National Professional Qualifications**

Opportunity to become a System Leader working for NWLP; Specialist Leader in Education (SLE), Professional Development Lead (PDL), School Development Lead (SDL) and/or Lead Practitioner.

**Annual programme of Trust training** tailored to specific needs of Trust schools.

Ability to share good practice across all schools in the Trust and moderate assessment judgements with Trust schools and expert facilitators.

**Trust 'Lunar Curriculum'** - an exciting tailor-made curriculum, constantly changing to adapt to the Education landscape and to meet the needs of our schools within the Trust. All foundation subjects have a **LUNAR Advocate** to lead and advise all teachers, they are a teacher in one of our schools, recognised for their expertise.

**Teacher Research Groups** (TRGs) for all year groups spread across the year in Mathematics and English facilitated by Central team Director's.

**Subject Specific networks** these are led by Central team Directors and experts in their field on a termly basis in Mathematics and English. Other networking opportunities take place across the year in all subjects delivered by LUNAR Advocates.

**School Business Management network** led by the CFOO

**Health and Safety forum** termly meeting led by CFOO

**Catering team meetings** termly meeting led by CFOO

**Safeguarding and Attendance network** and **DSL supervision** led by Director Safeguarding and Attendance

**Leadership forum** for all HTs on a half termly basis led by CEO and Deputy CEO

## **Benefits for all staff which help to recognise commitment and contribute to high staff morale**

**Acknowledgement of good attendance;** letter of thanks and **1 day in lieu for 100% attendance** in the previous academic year

### **Day off for your birthday**

Access to **Occupational Health** if required, via referral by Headteacher

Access to free of charge confidential telephone **counselling service** via occupational health

**Free Employee Assistance Programme** giving all staff free 24/7 access to:

- A full range of counselling services
- Financial and legal support from qualified professionals
- A coaching service
- Online wellbeing and specialist support information

[es-eap-a5-staff-flyer-2025-aw.pdf](#)

**Free tea and coffee** for staff and ½ termly treats in the staff room

**Time off in lieu policy** for staff (including time off for residential trips)

Encouragement of '**peer to peer**' '**now that**' **rewards** i.e. staff nominating each other for a small bonus and/or gift following an achievement or act of kindness

**Reward staff achievements** i.e. completion of NPQs - celebrate amongst all the staff, recognition and reward

### **Long service awards**

**Menopause friendly** Trust

**Trust level subscriptions** including subject associations, Maths Mastery Ark Programme and The Key.

Access to **Blue Light Discount** Scheme, Costco Membership and the Company Shop.  
[Blue Light Card | Discounts for NHS & Emergency Services](#)

**Car Mileage** included for specific circumstances- please refer to Trust expenses policy.