

# Generations Multi Academy Trust



## Weekend Facilities Officer Flexible Shifts Available

Information for Applicants





## **WEEKEND FACILITIES OFFICERS**

**Required immediately.**

**H4 point 6 to 9 £24,881 - £26,107 FTE per annum (plus FTE Fringe Allowance of £988 per annum)**

**Total actual earnings £13,449.19 - £14,111.89 if working full shifts.**

**25 days' annual leave (plus Bank Holidays)**

**The position is shift based, between the hours of 7.00am - 5.30pm Saturday and Sunday**

We are seeking to recruit enthusiastic and committed Facilities Officers with a strong customer service ethos to work in our facilities Management team. The successful applicants will be based at either Goffs or Goffs-Churchgate Academies but may be expected to work across all the Trust's school.

Shifts will be at the weekend, when we are open for external lettings, working with the current casual facilities team. The available shifts are Saturday – Sunday, 7.00am – 5.30pm; candidates should indicate their availability when making their application.

Some flexibility will be required to provide cover for weekday shifts or attend training on an ad-hoc basis.

### **The ideal candidate will be able to demonstrate:**

- A good level of general DIY skills, plus an ability to develop these skills, and find practical solutions.
- Excellent communication and interpersonal skills
- Good organisational skills
- The ability to work both independently and as part of a team.
- The ability to use email and other simple IT systems.
- Have high levels of physical fitness required for the demands of the role, plus an ability to work at height.
- High levels of energy and resilience, seeing tasks through to completion
- A high level of personal presentation reflecting the Trust's very high standards and expectations.
- The flexibility to work additional hours/days if required.
- Have a commitment to working with young people in a school environment.

### **In return the Trust can offer you:**

- A forward looking and positive working environment
- The opportunity to work with professional, committed and ambitious colleagues in a financially secure and innovative organisation
- Outstanding, highly personalised professional development opportunities across the Trust
- The opportunity to work with young people in schools described by Ofsted as being one where "students work together exceptionally well," and where "students are overwhelmingly enthusiastic about school"
- A comprehensive staff benefits package.

**Closing date for applications: 15<sup>th</sup> March 2024. Interviews will be held as soon as candidate available.**

**The Trust reserves the right to process applications as they are received, and early applications are encouraged. Previous applicants need not apply.**

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.



# **JOB DESCRIPTION AND PERSON SPECIFICATION**



## JOB DESCRIPTION

<b>JOB TITLE:</b>	Facilities Officer
<b>GRADE:</b>	<b>H4 point 6 to 9</b> (£24,881- £26,107 pa plus Fringe Allowance of £988 per annum)  Part-time - up to 20 hours per week. Actual earnings - £13,449.19 - £14,111.89pa
<b>PURPOSE OF THE JOB:</b>	To provide clean, safe, well maintained and appropriately prepared facilities for the weekend users of the Trust's buildings and grounds and to be responsible for the safe operation of the swimming pool at Goffs-Churchgate
<b>REPORTS TO:</b>	Facilities Manager / Income Generation Manager
<b>STAFF REPORTING TO JOB HOLDER:</b>	Casual Facilities Officers
<b>CONTACTS WITHIN SCHOOL:</b>	Executive Principal, Principal, members of the Senior Leadership Team (SLT), Finance, Teaching and Support Staff, students, visitors (including parents) at each of the sites
<b>CONTACTS OUTSIDE THE TRUST</b>	<ul style="list-style-type: none"> <li>• Building trades contractors</li> <li>• Mitie Facilities Management</li> <li>• Cleaning, grounds maintenance and other general contractors</li> <li>• Hirers of the Trust's facilities and their customers</li> </ul>
<b>MAIN AREAS OF RESPONSIBILITY:</b>	<p><b>Security</b></p> <ul style="list-style-type: none"> <li>• Ensure the security of Trust buildings and grounds in line with safeguarding requirements, and the safe and efficient operation of all site facilities</li> <li>• Implement procedures to secure Trust assets, including access control measures, and management of keys</li> <li>• Act as one of the key-holders for the Trust's sites, providing out of hours attendance in the event of alarm call or other emergency</li> </ul> <p><b>Facilities Management</b></p> <ul style="list-style-type: none"> <li>• Manage assigned tickets raised through the ticketing system through to completion, including liaising with appointed contractors on site and reviewing works undertaken, to ensure that they are to the required level of quality</li> <li>• Operation of the school's heating plant</li> <li>• Handyman duties including minor repairs and decorating</li> <li>• Identify any faults within the buildings and repair where possible, or raise a ticket through the ticketing system</li> <li>• Involvement in the asset management process for fixtures and fittings in assessing suitability, condition and disposal</li> </ul>

	<p><b>Health and safety</b></p> <ul style="list-style-type: none"> <li>• Acting as a Fire Warden</li> <li>• At Goffs Churchgate, to ensure the safe operation of the swimming pool in compliance with HSE 179 including water testing and to provide assistance in an emergency (training will be provided)</li> <li>• Undertaking appropriate health and safety training and being a health and safety champion for the school</li> <li>• Providing input into risk assessments, disaster recovery planning, COSHH and the management of legionella and ensuring that the Trust is compliant with these</li> <li>• Ensuring compliance with the Trust’s health and safety policy and procedures, completing documentation in an accurate and timely fashion ahead of works progressing (e.g. asbestos logs, hot works permits, contractor inductions) and accurate filing of paperwork after completion of works</li> <li>• Ensuring compliance with the Trust’s planned preventative maintenance program by ensuring allocated tasks are completed on time and to the necessary standard.</li> </ul> <p><b>Other specific responsibilities</b></p> <ul style="list-style-type: none"> <li>• Assisting the Facilities Manager in ensuring that resources are used to the benefit of students at the school by seeking cost effective solutions</li> <li>• Monitoring the standards of cleanliness reporting any deficiencies via the ticketing system</li> <li>• Monitoring the standards of grounds maintenance on a daily basis, reporting any deficiencies via the ticketing system</li> <li>• Working with the Facilities Manager ensuring the sites remain open as far as is practicable particularly in times of inclement weather, by helping with snow and ice clearing operations</li> <li>• Purchasing supplies to support facilities management through prescribed processes</li> </ul> <p><b>General Operations</b></p> <ul style="list-style-type: none"> <li>• Assisting the Facilities Manager in co-ordinating requests from staff for facilities support (e.g. setting up for assemblies, parents’ evenings etc.) and ensuring that the facilities are returned to normal use as soon as possible after such events</li> <li>• Responsibility for safeguarding and promoting welfare of children</li> <li>• Other duties which may arise from the use of the schools’ facilities</li> </ul>
<p><b>KNOWLEDGE, EXPERIENCE and TRAINING</b></p>	<ul style="list-style-type: none"> <li>• Willingness to learn all aspects of facilities management, in education and leisure</li> <li>• Flexibility and sensitivity to the needs of a wide range of users of the Trust’s facilities</li> <li>• Evidence of success in completing handyperson or DIY tasks (paid or unpaid)</li> <li>• Experience of liaising with trades either personally or professionally in order to ensure minimum disruption to the work of the Trust</li> </ul>

	<ul style="list-style-type: none"> <li>• Liaising with lessees and other users of the facilities as and when required, dealing with issues that may arise from their use</li> <li>• Awareness of the main requirements of health and safety legislation and good practice relevant to the duties of the post</li> <li>• Evidence through DBS check and recruitment process of suitability for working with children.</li> </ul>
<b>WORKING ENVIRONMENT</b>	Some of the work will be outdoors, in all weathers, and may involve working at height
<b>ADDITIONAL INFORMATION</b>	The Trust's sites operate from 7am to around 5pm on the weekends. In order to meet these requirements, the jobholder/s will be expected to work hours based around the weekend opening times. There may be an option of a job share role to cover these hours. Cover may need to be provided Monday to Friday on an ad-hoc basis. Overtime payments will be made where required.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The Trust will endeavor to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Trustees to reflect or anticipate changes in the job which are commensurate with the salary and job title.



## PERSON SPECIFICATION

### FACILITIES OFFICER

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview / Task
<b>QUALIFICATIONS</b>				
1	A good level of general education	E	✓	
2	Relevant Health and Safety qualifications	D	✓	
<b>EXPERIENCE</b>				
3	Experience of facilities management	D	✓	
4	Knowledge of health and safety legislation and its implications	D	✓	✓
5	Experience of using ticketing systems	D	✓	✓
6	Experience of using ordering systems	D	✓	
7	Experience of working in a school environment	D	✓	✓
8	Experience of handyperson / DIY duties following safe working practices	D	✓	✓

#### ABILITIES, SKILLS AND KNOWLEDGE

10	Good written / verbal communication	E	✓	✓
----	-------------------------------------	---	---	---



11	To be able to adapt to changing situations and priorities that inevitably arise in the operation of a large facility	E	✓	✓
12	ICT literate with a working ability to use key simple IT systems	E	✓	✓
14	Able to work in a team ensuring that tasks are completed within the prescribed deadline	E	✓	✓
15	A customer service focus and the ability to communicate with customers and people from all backgrounds and at all levels	E	✓	✓
<b>PERSONAL QUALITIES</b>				
16	An enthusiasm for the job	E	✓	✓
17	Commitment, energy, creativity and imagination. A capacity for hard work	E	✓	✓
18	A strong commitment to both Trust values and ethos, plus own professional conduct and ethics	E	✓	✓
19	Commitment to support the Trust's agenda for safeguarding and equality and diversity	E	✓	✓
20	A team player including flexibility and willingness to assist with the development of the Trust	E	✓	✓



**INFORMATION ABOUT  
FACILITIES MANAGEMENT AT  
THE TRUST**



## FACILITIES MANAGEMENT – GENERATIONS MULTI ACADEMY TRUST

The Trust's Facilities Management team is a centralised function of the Trust under the direct management of the CFO through the Facilities Manager. The three schools within the Trust (Goffs Academy, Goffs-Churchgate Academy and Flamstead End School) all have sizable estates, with associated sports and leisure facilities that are in use not only for the benefit of students throughout the school day, but also during evenings and weekends as a result of our extensive income generation activities. Ensuring that they remain in world class condition for all users is very important to the Trust. Goffs Academy was completely rebuilt as part of the Government's Priority Schools Building Program and is under a 25-year hard FM maintenance contract with Mitie. Goffs-Churchgate Academy and Flamstead End School are managed directly by the Trust for all aspects of Facilities Management. The position of Facilities Officer is key to ensuring that an appropriate regime of planned maintenance and checks is maintained, such that the Trust can comply with its Health and Safety obligations and ensure the sites are kept to world class standard for the benefit of students, staff and the wider community.



The Trust is currently in the process of completing two major projects at Goffs-Churchgate Academy to replace roofs and has plans in place for a number of other substantial projects at that site to upgrade facilities, and in the longer term, to develop / replace the sporting facilities. The Trust invests heavily in its facilities at both schools and this year completed a £5m new building on the Goffs Academy site to provide additional teaching space for a growing roll, and a state-of-the-art gym facility at that school in partnership with Lifestyle Fitness.

The Trust operates a ticketing system for staff to report issues with the facilities on each site. Tickets are assigned to Facilities Officers based on skills required and designated areas. Each full time member of the Facilities team has specific designated areas of the school site (both internal and external) for which they have overall responsibility for checking that facilities are appropriately maintained, and to identify and seek resolution of any issues identified, including health and safety issues. Weekly team meetings are held with superiors to monitor compliance with planned preventative maintenance programs and other compliance checks, enable good communication between the team, and agree solutions for any issues raised.

Facilities management tasks may include: dealing with urgent health and safety matters; arranging contractor visits to carry out repairs and maintenance of Trust property including plant; carrying out minor repairs; supporting school operations such as setting up for exams, assemblies and other school

events; ordering supplies; working with cleaning contractors to ensure that facilities are well maintained etc.

The Trust continues to seek opportunities to expand through the incorporation of additional schools into the Trust. The role has the possibility of presenting career and skills development opportunities to the successful candidate as we seek to upskill the workforce and reduce our dependence on third party contractors.





# **INFORMATION ABOUT THE GENERATIONS MULTI ACADEMY TRUST**



## Information about the Generations Multi Academy Trust



Welcome to our information pack about the Generations Multi Academy Trust and its three schools, Goffs, Goffs-Churchgate and Flamstead End School.

**Goffs** is a mixed 11-18 comprehensive Academy with approximately 1,600 students on roll, including a thriving and successful Sixth Form. The school is extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting lists for places across the year groups. On intake, students are of an ability level (KS2 APS) significantly above that of the national average although the school is a true comprehensive school and admits a good mix of students of all ability levels.

**Goffs-Churchgate** is a fully mixed comprehensive school from 11-16 years of age, with 605 on roll. The school has rapidly established a very strong reputation in the area, and is now consistently oversubscribed. In addition, the school recently received its OFSTED report from May 2022, which graded the school as “good” with outstanding features.

One of the school’s key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else - if you visit, you cannot fail to be struck by this. It is a very special part of who we are.



The post offers a genuine opportunity to work in a school community that changes the lives of the young people we care for.

**Flamstead End School** is a thriving primary school in Cheshunt with approximately 485 children on roll. It has a Preschool, 60-place nursery offering 30 hours provision and two classes per year group from Reception to Year 6. The school has high expectations around achievement and behaviour and is ambitious for pupils. Flamstead End is a 'Therapeutic Thinking' school and seeks to understand and support children's behaviour so that they are able to learn and achieve to the best of their ability. The

school is a tight knit community, with a well-established staff who care for one another and the children in their charge.

### **Professional Working and Learning Environment**

**Goffs** was among those named as part of a £2billion Government scheme, the Priority Schools Building Programme. As a result, Goffs received a completely new build and facilities, and moved into them in January 2017. The school has further invested in an additional new building, which opened in April 2022, which includes 8 brand-new classrooms, as well as a state-of-the-art fitness centre run by Lifestyle Fitness, with whom we work in close partnership.

This significant investment of funds by the Department for Education is a further recognition of the outstanding work being undertaken by the school, and represents another fantastic opportunity for our community. Our school building provides a light, modern, professional and fit for purpose working environment for all.

**Goffs-Churchgate** has benefited from brand new facilities, opened in October 2016, including professional teaching and learning facilities for all subjects. The school also benefits from a recently installed 3G playing surface for PE; a gym with a professional sprung floor; a Dance Studio; recent refurbishment of additional classrooms and an indoor swimming pool. The new facilities provide a light, modern, professional, and fit for purpose working environment for all. The Trust has also invested significantly in modernising additional teaching spaces, providing a fantastic environment for our students and staff.

### **The Generations Multi Academy Trust**

In early 2016, Goffs Academy received a direct approach from the DfE asking that they consider establishing a Multi Academy Trust and work in partnership with other schools. As a result, the Generations MAT, GMAT, was established from 1st September 2016, with Goffs as the lead school within the Trust. Subsequently, the Trust took over the former Cheshunt School and established Goffs-Churchgate Academy, which is now another thriving secondary. Goffs-Churchgate is a fully mixed comprehensive school from 11-16 years of age, with 605 on the roll. Recognising that not all children thrive in large secondary schools, the Trust made a deliberate decision to offer both a larger and much smaller secondary school for local parents to choose between. As such, the decision to cap student



numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody. Both secondaries enjoy extremely high levels of Year 6 applications, with both being fully over-subscribed. Flamstead End Primary joined the MAT from 1<sup>st</sup> January 2023, and is another highly successful, thriving and nurturing community, rated “outstanding” by Ofsted. All of the schools are within close proximity of each other and share many activities, including CPD for staff. One of the Trust’s

fundamental principles is that no one school is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

From Spring 2023, the MAT opened nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff. The nursery is run by Ashbourne Nurseries - <https://ashbournedaynurseries.com/>

The MAT is extremely clear about its daily purpose, reflected in its motto of “No Set Destiny for Any Child.” All of our schools, leaders and staff fiercely believe in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care, rather, our daily work across the piece allows children to forge new futures and destinies.

The MAT is extremely financially secure. Finances are overseen by a Chief Finance Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager. The Trust deliberately created an Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT. This additional income – now yielding in excess of £500k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate. As one example, all teacher loadings were reduced from 19/20 as a direct result of the additional monies coming into the Trust via this income generation work.

We are looking forward to further widening our Trust and to working in partnership with both primary schools and further secondaries. Further information about GMAT can be found here: <https://generationsmat.com/>

## **Outcomes**

Our strategy for continuous school improvement has had huge success and we are actively committed to ensuring that our very popular and successful school, plus the wider MAT, continues as a centre of excellence in the community.

Exam results in 2023 were another year of huge success for Goffs. GCSE highlights include:

- Student progress outcomes which remain above national average
- 75% of students achieved grade 4 or more in English and Maths and 55% achieved 5 or more in both
- English grade 4/5 or more: 77%/64%
- Maths grade 4/5 or more: 80%/61%
- Percentage of grade 7 or more in all subjects: 29%

Crucially, students were well supported in progressing onto a range of exciting destinations. The majority of Year 11 students have continued their studies in the Sixth Form at Goffs, with all others securing a place in further education or training. 65% of Year 13 students secured a university or college place to start in autumn 2023.

At A Level, continuing the upward trend of recent years, students achieved another excellent set of exam results, including an overall 100% pass rate. The wide range of university or further education



courses onto which students have progressed include Law, History, Geography, Maths, Finance, Physics and Biomedical Science, whilst many other students progressed directly into employment or apprenticeships. Our Sixth Form has an excellent reputation in the local area, over the past three years the numbers of students applying to join our Sixth Form has continued to increase, such that we now have approximately 400 Sixth Formers within our school community.



We are, of course, very proud of these outcomes. Equally, we are clear that they reflect the start of our journey, not the end. As such, we target set in the top 10% of all schools nationally and strive at all times to meet ambitious targets. We are committed to a cycle of continuous improvement and aspiration and are keen to appoint a colleague who shares that vision, determination and a restless quest for even higher outcomes. All of these factors combine to make Goffs a very exciting and rewarding community to be a part of.

**Goffs-Churchgate** secured an impressive set of GCSE outcomes in 2023. For the third successive year of published performance measures, the score achieved outstanding progress measures which are significantly above National Averages (2023 +0.32, 2022 +0.47, 2019 +0.47).

- The overall P8 of 0.32, remains significantly above the national average
- The outcomes across all the headline measures are comfortably above the national average
- English and Maths progress scores, continue to be comfortably above the national average
- The outcomes in the 'other' element are very strong, and significantly above the national average, with an overall P8 score of 0.62
- Male outcomes are significantly above the national average, and above female outcomes. This is in contrast to the national trend where an achievement gap of around 0.50 remains with Females outperforming Males
- SEND outcomes are significantly above the national average and comparable to non-SEN.
- The combined pass rate for English and Maths at grade 4+ was 62%
- The proportion of students who achieved English and Maths at grade 5+ was 45%, a 28% increase in the last three years

To achieve such fabulous progress in such a short period of time, is testament to the school's staff and students. We know that this success represents just the start of their journey, and that very exciting times lie ahead.

## **Community**

Our schools pride themselves on their sense of community – both within the school itself, and in the wider locality. Visitors to our schools unfailingly comment on a very real sense of community, coupled with warmth and pride. Our schools are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work such as the Isabel Hospice and maintain strong links with our local primary schools.

Goffs and Goffs-Churchgate also benefit from a thriving student leadership programme, with students leading on key development projects of their choice, ensuring strong student voice and participation across the Trust. We firmly believe in every student feeling a strong sense of community, and on entering each school, every student is placed in a House. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community. Each year the House Captains decide on a possible group of charities to support, with students then voting for their chosen school charity and subsequently arranging a variety of fund raising events throughout the school year. Such work is indicative of the ability of students in the Trust to empathise with the needs of others, and further develops their capacity to work successfully in a variety of social settings.

We regularly bring visitors from the community into school to work with students, and maintain strong links with our local secondary schools. Each school's facilities are used for evening and weekend lettings, including superb sporting facilities, as well as holiday classes, providing opportunities for a diverse range of users including the Greek School, and local dance and sports groups.

Across the Multi Academy Trust a large variety of annual school trips give students the opportunities to sample different cultures, whilst an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries and museum visits.



Our schools are proud to be truly community-based schools, with students and staff from different religions and a number of languages spoken in each school. As a Trust we recognize and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected and we strive hard to ensure we create a positive culture within the schools to enable this to happen.

## **Care, Guidance and Support**

Successful learning takes place when students feel safe, confident, respected and valued, and are engaged. The Trust believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the life of each school.

We promote positive attitudes towards learning and provide a caring and supportive environment within our community. Continuously nurturing, supporting and developing our students is hugely important to us and significant investment is made in each school's pastoral structures.

### **Staff Development**

The Trust has an extremely strong reputation for staff development both teaching and support staff. Developing the next generation of school leaders, both middle and senior, and future Headteachers for those who wish to pursue this, is a responsibility that we take very seriously.

We have a full suite of staff leadership development which staff can join be they an ECT or highly experienced colleague, whilst I chair the national Leadership Partner School network, a group that brings together schools dedicated to developing outstanding leadership skills throughout their communities, and which allows us to visit other network schools, to attend national conferences and to share best practice.



In addition to innovative whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University. Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff

which run each week after school.

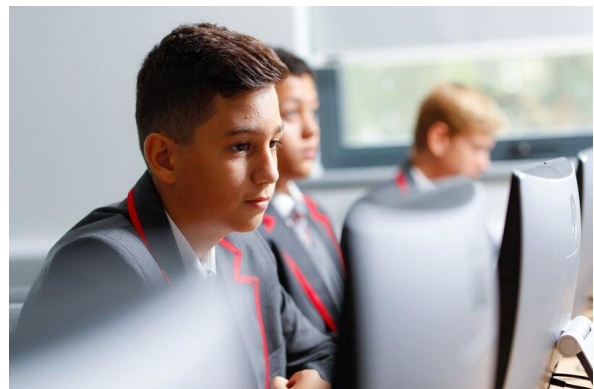
We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in house.

### **Leadership Development**

The Trust's Leadership Academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring Middle Leaders
- Aspiring Senior Leaders

All pathways are personalised for the individual and staff receive one to one support from a mentor alongside working on a whole school project. Both



support staff and teaching staff are welcome to join the Leadership Academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- Communicating vision and values
- Developing your leadership approach
- Building a high performing team
- Supporting your team
- Leading your team day to day
- Quality assuring effective teaching
- Observation for improvement
- Using data for impact
- Fostering positive behaviour for learning
- Leading and managing innovation and change

Attendance to all training sessions leads to certification by the SSAT. In addition, we encourage aspirant Senior Leaders to take part in the SSAT 'Stepping Up to Senior Leadership' training programme, which includes four external sessions throughout the year. As part of the Trust's commitment to developing future leaders, a number of the existing Senior Leadership Team across both secondary schools gained experience through an 'Associate' SLT position before gaining substantive leadership posts.

### **Trust Staff Benefits**

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including the following.

Competitive base salary with a tailor made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for Masters and Degree courses
- Secondment and shadowing opportunities
- The potential to work across more than one school across the Trust to develop career-enhancing skills and knowledge

Access to a wide range of health and wellbeing resources including:

- Employee Assistance Programme via a market-leader offering a wide range of health and wellbeing resources plus access to counselling for staff and their immediate family
- Occupational Health service providing guidance on managing health conditions in the workplace
- New, professional and fit for purpose working environments
- Access to a range of sports and leisure facilities including a fully equipped gym and swimming pool

- Free flu jabs
- Subsidised social events
- 100% attendance reward – day in lieu, taken at each school’s discretion

Further benefits:

- Supported Nursery provision with Ashbourne at any of their nurseries in the **Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:**
  - 15% discount for all Trust staff
  - Term time only places are available
  - A school day would be 9.00am – 3.00pm
  - “Sundries” would be applied to a child taking up a funded only space (e.g. 30 hours funding only). This covers the cost of meals, snacks, nursery resources and consumables
- Onsite car valeting at a reduced price
- Substantially discounted membership to Lifestyle Fitness’s state of the art purpose built gym at Goffs Academy
- Free tea and coffee for staff

Additional financial incentives including:

- Exam marker payment of £400 plus 2 days paid leave to do the marking (1<sup>st</sup> year)
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 Employee Referral Scheme (i.e. finder’s fee) for any qualifying positions that you refer the successful candidate for: £500 on the person starting, and £500 if the person is still at the school 12 months later

**Alison Garner**

**Chief Executive Officer**