



"If you can believe, all things are possible to those who believe." Mark 9:23

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!

Benefits for the schools

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 Lisa Bradshaw- Director of School Improvement supported by: Maddy Barnes- Director of English and Darren Partington- Director of Maths.

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 **NW with the NCETM CPD Mark**. We are the first Maths Hub in the Country to be accredited.

We offer a very successful **ITT Schools Direct Programme** training 30+ trainees per year in association with Liverpool John Moore's University. We offer programme for EY, Primary General, Primary with PE, Primary Maths and a range of Secondary programmes with our partners Rainford and Up Holland High Schools.

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.

An 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

Director of School Improvement meets all 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.

All our schools have access to our **LUNAR curriculum** which has been developed by leaders and teachers across the trust.

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.

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 a specialist support information

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

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

Time in lieu - including time back for residential visits.

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.