

**Why work with us?**

There are many reasons that make Abingdon Learning Trust a great employer. If you are thinking about working with us, have a look below. The proof is in the fact that colleagues stay working here once they have joined us, as our below average staff turnover stats confirm.

* We offer a **pension for all employees,** with employer contributions, and new colleagues will have their continuous service recognised for the Teacher Pension Scheme and Local Government Pension Scheme, where relevant.
* There is a **generous holiday** entitlement, and for support staff the entitlement increases with length of service
* A **cycle to work scheme** (up to £1600)
* **Childcare vouchers**
* **Employee support** through SmartClinic (24/7 access):
  + a virtual GP and prescription service
  + helpline assistance – legal, financial, lifestyle and counselling
  + physiotherapy (up to 4 sessions for free)
  + stress coaching
  + counselling (up to 6 sessions for free)
* **Enhanced sick pay** arrangement
* We offer **flexible**and **family friendly**policies
* From September 2023, **preferred access to Preschool** for 2½ years upwards, at Rush Common School
* **Our emergency and special leave**policy allows staff to apply for **paid time**off to attend significant events
* Since 2019, our **Wellbeing and Workload Charter** is driving workload down, with wellbeing centre stage
* Each school has a staff **Wellbeing Officer**
* At whatever stage of your **teaching career**, our **Professional Pathways** provide an entitlement to high quality professional training and growth opportunities, to stimulate you, support your increasing professional impact and prepare you for your next career move – either within the Trust, or beyond
* We are a **Disability Confident employer**
* We particularly welcome applications from colleagues with backgrounds that are less well represented on the staff to **enhance diversity**
* We have ambitious aims to support **reaching a net zero** position:

1. **Being Net Zero Carbon in our Scope 1 and 2 emissions by the end of one school ‘generation’ of pupils\* by 2028**
2. **A 50% reduction in our Scope 3 emissions by 2028**
3. **Being Net Zero Carbon in our Scope 1, 2 and 3 emissions in two generations of school pupils by 2035.**

* We offer generous **enhanced maternity** leave, shared **parental**leave and **paternity**leave
* Every colleague has access to a **dedicated**ICT helpdesk to assist them
* We offer **school to school support**, with strong support from the executive and central team
* All colleagues receive a thorough **induction**process
* We **work closely with recognised education unions,** with termly cross-Trust union group meetings
* School leaders and governors have **autonomy** to make local decisions that benefit their pupils and communities
* We **participate**in local **civic** discussions and events and in **charity** events both nationally and locally.