



Benefits of **'Working @TCAT'**

Our Commitment

The Consortium Academy Trust (referred to as TCAT or the Trust) recognise that our staff are our greatest asset to fulfil our vision, to provide a high quality learning and developmental experience for all our children and young people.

To ensure our staff are able to deliver that in a dynamic and multi layered organisation, it is essential that we provide opportunities for professional reflection and continuing professional and personal development.

Our commitment to our staff underlies our desire to be an employer of choice and we are passionate about retaining, recruiting and developing high quality colleagues within the organisation.

The Trust invests in systems and partnerships to provide extensive opportunity for continuing professional and personal development at all levels within the

organisation recognising that the success of the entire organisation is explicitly linked to all colleagues performing at a consistently high level to achieve a shared ambition for our learners and each other. We recognise that there are challenges to achieving a healthy work life balance and these change throughout a career and lifetime. We work hard with our staff and Trade Union colleagues to ensure that our 'Well-being Commitment' is informed by the challenges our employees face and we utilise all available strategies to impact positively on well-being and workload whilst retaining our learners at the heart of our organisational activity.

We also recognise that as a large organisation we can broker special opportunities for our staff and their families that will support valuable down time, these are always being reviewed but at the moment (Sept 2020) they are as follows:

“ Our commitment to our staff underlies our desire to be an employer of choice and we are passionate about retaining, recruiting and developing high quality colleagues within the organisation. ”

Well-being

Emotional and Mental Health Support



We recognise that at times we all need someone to talk to and though friends, family and colleagues can be a great source of support or comfort, sometimes it takes something more than that!

As a Trust we subscribe to a 24/7 Support and Counselling Service which is completely **CONFIDENTIAL** and **FREE** to employees. Please do use the service if ever you feel it would offer support to a positive mental health being sustained.

Education Support can be contacted at educationsupport.org.uk/helpline or 08000 562 561

In House Support

In addition we have a team of qualified Adult Mental Health First Aiders across the Trust who have a passion for supporting the mental health and resilience of their colleagues.

If at any point in your time with us you feel that a fully qualified supporter would help you to develop your positive mental health then please email **staffsupport@consortiumtrust.co.uk** and a member of the HR support team will be in touch to discuss your requirements so we can allocate the right colleague to begin your qualified support.

If you would like to be considered as an Adult Mental Health Ambassador within the Trust please contact Louise.Craxton@consortiumtrust.co.uk to register your interest.

Well-being

Physical Health

As a public sector employee, you can access the Government rate for memberships at all East Riding Leisure Facilities, which means that you can get Premier Membership which is usually £33pcm for just £25pcm, saving £96 per year. (Subject to minimum contract length of 12 months).

Facilities can be found in the following locations: Anlaby (Haltemprice), Beverley, Bridlington, Driffield, Goole, Hornsea, Pocklington (Francis Scaife Sports Centre), Preston (South Holderness Sports Centre), South Cave, Withernsea.

Includes: Full use of pool, Gym Health Plus, sauna, steam room and fitness classes, 10% off at Café Vibe, access to daytime squash and badminton & 40% off at the crèche.

If you reside in Hull and your access to Hull Leisure Facilities is easier, then you are eligible for a 20% discount off the standard LIVE IT Fitness Memberships for you and your direct family members. This means you can get the Live It Adult Fitness Membership which is usually £25.50 for £20.40 a month. The Live It Fitness Memberships offer you

unlimited swimming, full use of all gyms and fitness classes, Sauna, steam facilities and FREE ice skating during public sessions. As well as this you will receive 50% discount off other fitness activities like tennis, golf and cycling.

You can sign up for your discounted memberships at any one of Hull's Leisure

Facilities, all you need is proof of

employment, i.e. your most recent pay slip or valid Company ID

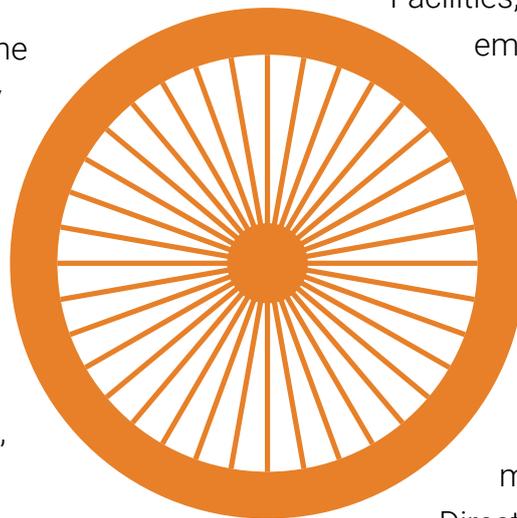
badge. Facilities in Hull include: Ennerdale Leisure Centre, Woodford Leisure Centre, Beverley Road Baths, Albert Ave Pools, Costello Stadium and Hull

Arena. All discounted fitness memberships must be paid via

Direct Debit on a monthly basis and

the payment for any direct family member must come out of the same bank account as the main Corporate Discount holder. All these memberships have no minimum duration and no contracts.

Cycle to Work Scheme – this allows colleagues to obtain commuter bikes and cycling accessories through their employer (TCAT), spreading the cost over 12 months and making savings through a tax break. Further details on the scheme can be found at <http://www.cyclescheme.co.uk/b2b5a0>



Well-being

Academy Gym Provision



Where available, individual academies will have gym (and at Winifred Holtby swimming pool) facilities which will be available to all Trust staff at certain times of the day FREE of charge.

You should check with the individual academy about the availability of these for your use and prior to first usage you must complete an induction and sign a disclaimer. It is always advisable, as staff opening times are generally out of hours, to have a 'Buddy' with you for health and safety (and well-being!) benefits.

Social Opportunities

Hotel Stays

As a public sector employee, you're entitled to an exclusive 30% off the best available bed & breakfast rate at weekends at **Hilton Hotels** (weekends only) and 20% off **Hampton by Hilton Hotels** (weekends only).

Over 160 participating Hilton hotels in the UK, Ireland and Europe. Simply visit <http://www.hiltonpublicsector.co.uk>

Up to 25% off the best available rates at **Marriott Hotels** (weekends only). As a public sector employee, enjoy your weekends with up to 25% off Bed and Breakfast rates throughout the UK and Ireland.

**Must mention at time of booking, quoting GYX and always remember to take your ID Badge*

More locally we have a special relationship with the **Mercure, Willerby Hotel** and as such they are able to offer TCAT staff the following special discounts:

- 10% off gym membership
- 10% off hotel public events for groups of 10 or more including Christmas Events
- 10% off accommodation stays (subject to availability)
- 10% off any private family events (minimum of 50 people) – Birthdays, christenings, baby showers etc
- 10% off Christmas party nights (for groups of 10 or more)

**Please ensure you make the hotel aware of your TCAT employment status at time of booking*



Social Opportunities

Family Support

School uniform is a significant expense for families and as a TCAT employee, if your child's school uniform is sold by Rawcliffes Schoolwear, Paragon Street, Hull, you will receive a 10% discount on every purchase made on presentation of your Trust ID badge.

These discounts and offers are regularly checked but if you try to use any of them and experience difficulty please let us know as soon as possible and we can contact the provider and try and resolve this with you. Contact Louise Craxton initially:
Louise.Craxton@consortiumtrust.co.uk



Continuing Professional Development and Learning

Our academies pride themselves on the professional development and learning support that is offered to all staff and at Trust level we endeavour to enhance this core offer.

We do this by developing networks across the Trust and beyond to support all colleagues to be part of our culture of continuous self-improvement.

The Trust level offer includes:

- Conference
- Teach Meets
- Collaborative Groups
- Well-being Training
- Academy Improvement Team

Social Opportunities

Collaborative Groups

Led by exceptional school based leaders or our Academy Improvement Team these groups focus on research within the educational sector and look to work together to improve the learning experience (in its broadest sense) for all our children and young people in a sustainable way.

Well-being Training

We recognise the need for in depth skills and capacity for our learners (and our staff!) in this vast area.

We have a rolling programme of training each year in this field to ensure that we maintain and build our capacity as an organisation. The programme includes certified training in Youth Mental Health First Aid and Emotion Coaching.

Academy Improvement Team

The opportunity to join the Academy Improvement Team is a competitive one but is open to all staff who feel their work is informed by research and can demonstrate an impact on their learners and colleagues over a sustained period of time.

Supported by your Headteacher, this offer to work for 0.4 of your employment as part of the team driving forward change and improvement for all is a real privilege. In addition there is time limited project work available and an opportunity to work on facilitating leadership development with our partner Teaching School.

Social Opportunities

Conference

Events for both teaching and support staff – as a large organisation, we can attract national speakers to support our work and engage us all in the current agendas facing the sector, to better support our children and young people.

In recent years we have welcomed Alex Quigley, National Association for Pastoral Care and Education (NAPCE), Mary Myatt and Marc Rowland. In the coming year we are excited to be welcoming Tom Sherrington (@Teacherhead) to our conference.

Teach Meets

Teach Meets are offered by our Academy Improvement Team. They focus on sharing exceptional practice and developing subject specific skills and knowledge by working directly with organisations including The Institute of Physics National Centre for Computing Education and various Exam Board specialists.



Well-being

Financial Advice and Guidance

Our special relationship with Chris Lambert of Educate Financial Limited is based on exceptional feedback from our colleagues within the Trust.

Chris and his company provide advice on all aspects of financial well-being and his service is available to staff of all ages and stages of their career. Chris has over 12 years experience working with education professionals and has expert level knowledge around the benefits staff are entitled to. He is however also able to work with people from all professions and so this includes the rest of your family. Areas covered include:

- Pensions and retirement
- Savings and investments
- Mortgages and insurance
- Inheritance tax
- General financial guidance

Chris is personable and flexible in his approach meeting colleagues and their partners at their home at a time convenient for you. There are no costs for an initial consultation nor are there any obligations. To arrange a meeting with Chris, his details are:

email: chris.lambert@sjpp.co.uk

Mobile: 07903 858262

Educate Financial Ltd is a Partner Practice of St. James's Place, a FTSE100 company, which is authorised and regulated by the Financial Conduct Authority (FCA)





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