

The Athelstan Trust Pledge

Why work for us?

The Athelstan Trust Pledge expresses our organisational values and our offer to staff. It describes what we commit to as an employer and the values we hold that shape our leadership at all levels.

With an excellent reputation in the region, we are a caring multi-academy trust that values collaboration, kindness and a genuine commitment to employee wellbeing. We value the distinctive character of each of our schools while recognising that we achieve the most when we work together. Our mission - to empower every student and colleague to fulfil their potential - is at the heart of our employee offer and drives a culture of opportunity, inclusivity and loyalty. We are not a trust that seeks to prescribe to schools what curriculum they should deliver or a particular pedagogical approach; instead, we build teams that have professional trust and autonomy.

We do this through being:

Caring

We have:

- Schools and leaders that prioritise employee wellbeing and adopt a caring approach
- A genuine commitment to flexible working and work life balance. As a leading trust for the DfE's flexible working project, we understand that individuals require different working patterns and have different needs throughout their career; our policies and approach will accommodate this
- Employee Assistance Programme to support all colleagues' health and wellbeing. Helplines available 24 hours a day, 7 days a week offering practical information and emotional support including money management and debt support, legal advice, medical guidance and access to counselling support
- School leaders that understand that an individual approach to personal leave engenders loyalty and trust, including allowing staff to attend personal events and opportunities each year as agreed with school headteachers

"Being an Athelstan Trust employee enables me to manage my commitments outside of work, but then be available when my school needs me. This flexible approach makes me feel valued and fosters a great working relationship with our leadership team." - Jennifer - Support Staff



Referral to recruit bonus – if you refer a candidate who we successfully onboard then you will receive up to £200



The Athelstan Trust

Education that
benefits all



One Trust,
diverse
schools

Learning in
our DNA



First choice
for parents,
pupils and
professionals

Organisational
health and
resilience



Benefits

- Free eye test and flu jabs
- Paid mileage for business travel
- Free will writing service
- Cycle to work scheme
- Employee Assistance Programme that includes free GP appointments and access to counselling support
- Salary sacrifice for childcare costs

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Collaborative

We have:

- Two Athelstan Professional Learning days when all colleagues come together for a day of professional development and collaboration. These provide opportunities to learn not only from specialists we have across the trust, but also from external experts
- Collaborative networks and links for staff working in a variety of roles and positions. A collaborative leadership approach so that strategic and operational objectives are developed together across the trust
- Opportunities for career development and training through OLEVI accredited courses (teaching and learning, leadership and teaching assistants) and NPQs facilitated through the Odyssey Teaching School
- Regular meetings, surveys and consultative groups to gather and act on employee views

Excellent

- Our schools benefit from an expert school improvement team who facilitate training packages, quality assurance and support the development of all areas of school life
- We develop talent and retain our staff – our staff turnover is low compared to national rates
- There are genuine opportunities for career advancement at all levels
- We are principled and fair - our policies are consistently applied to promote equality
- Staff benefit from regular training opportunities and access to a range of internal and external programmes tailored to their development needs and career stage
- As a trust we are committed to being environmentally sustainable
- Our cross-trust service delivery model brings together staff in schools and the central team to deliver professional services
- We align only when it makes work easier in schools!

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