



Shaw
Education
Trust

**OUR OFFER
TO OUR PEOPLE**

OUR OFFER TO COLLEAGUES

At Shaw Education Trust (SET) we recognise that it is our people who will enable our pupils to flourish. We understand that happy, well-motivated and well-trained staff will make the biggest difference to our young people and adults. SET colleagues go the extra mile so that we can all achieve brilliance.

We know that working in schools and the central team can be demanding and pressured, so we have a solution focused mind set to removing barriers and making life that little bit easier. Whether that's making sure that you have time to have a cup of tea during the day or ensuring that you have access to the best professional development – it all counts!

The quality of our colleague experience at SET is a priority for all of us. We want staff to enjoy their time at work and thrive professionally.

SET is a great place to work. Our values underpin the way we work together:

- We are pupil and people centred.
- We act with integrity.
- To be innovative.
- To be best in class.
- We are accountable.

We believe that successful schools and organisations are founded upon strong communication, empowered teamwork and by living our values. This means that our staff are essential lynchpins in helping us move our Trust, our schools, and our pupils/students forward.

We recognise the importance of being heard and feeling valued and are relentless in our quest to ensure that our colleagues are supported during their time in SET. Here are some of the ways, we make SET a great place to work.

Professional Development

1. A commitment to your **professional development** and growth whether you are in your first few years of teaching or an experienced support professional.

2. Regular planned **CPD sessions** that are led by colleagues from our IOE team, conducted in small groups to aid discussion and designed in house taking into consideration the objectives and priorities of the Trust and of course the views of our people.

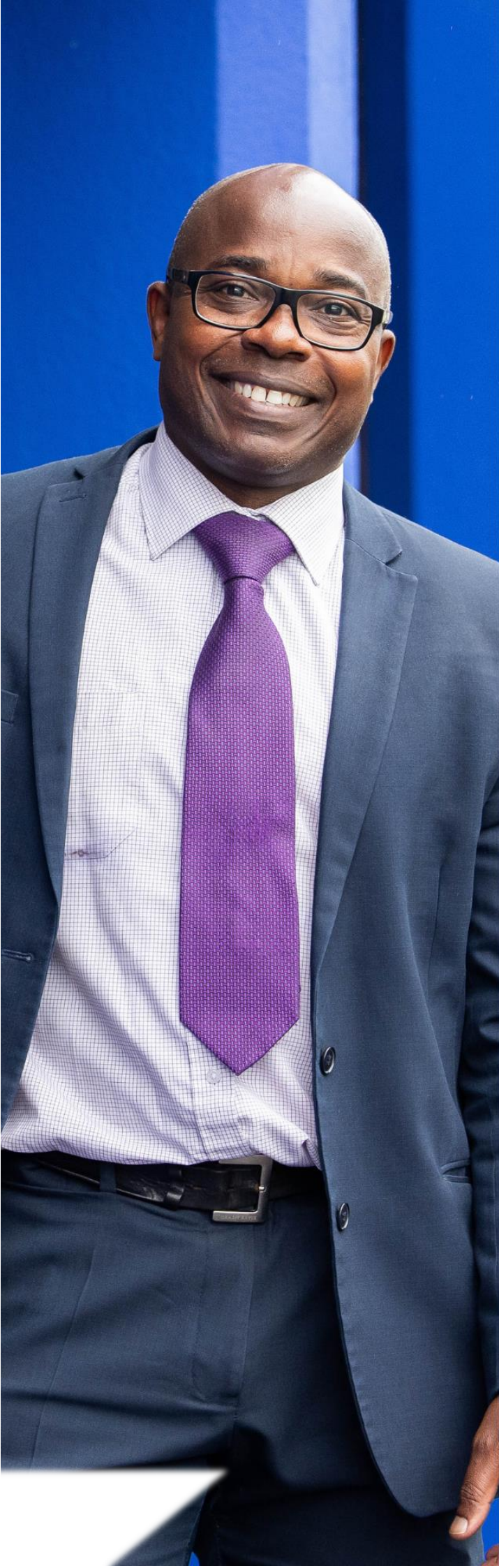
3. **Access** to a vast range of training courses offered by the Institute of Education and Talent (IOET).

4. **'Employer Provider'** status means we can create levy funded apprenticeship programmes for you. This enables further qualifications, including such as master's and doctorate programs.

5. Opportunities for **promotion**. We have a dedicated succession planning and talent management programs designed to support you to develop your career.

6. Opportunities to work at other schools within SET should you wish.

7. Cross-school/cross department working on training days to share best practice and be part, or even lead, Trust hubs.



Benefits just for you

8. 'Discounts for Teachers', anyone who has an education email address within the Trust will be eligible for special discounts across a range of products and services designed just for you.

9. Access our 'Health Cash Plan', for a small monthly fee you can receive cash for several treatments you may need related to your health. This also gives you access to online GP appointments and prescription services.

10. Eligibility depending, access to the salary sacrifice electric car scheme providing you with discounted rates for new and used electric cars, taken directly from your salary.

There when you need us

11. A designated member of the executive leadership team in charge of staff well-being and workload.

12. Each school has a trained mental health first aider.

13. We offer an employee assistance program that offers a wide range of support from emotional support and counselling to financial and legal advice and information.

Other

14. Coffee and tea is provided in the staffrooms at break time and available at other times.

15. Access to the Teachers' Pensions Scheme and Local Government Pension Scheme.

16. Free eye tests.

17. Salary sacrifice cycle scheme.

18. Pre-planned and published calendar so that staff can plan well in advance.

Our Culture

At Shaw Education Trust (SET), we pride ourselves on being more than just a group of schools—we are a family united by our shared values and a commitment to educational excellence. We believe in doing things differently, like a pirate, and fostering an environment where innovation, integrity, and accountability are at the forefront. By working here, our colleagues will discover how our unique culture sets us apart and drives us to be the best in class for our pupils and colleagues.

A Family of Schools

We believe in the power of collaboration and the strength that comes from being part of a cohesive, supportive network. Our schools share resources, expertise, and best practices, ensuring that every student and staff member benefits from the collective knowledge and experience of the entire Trust.







Pupil and People Centered

We are dedicated to putting pupils and people at the center of everything we do. Our student focused approach ensures that every child's unique needs and potential are recognised and nurtured. Similarly, we value our staff, providing them with the support and opportunities they need to thrive professionally and personally. By prioritising the well-being and development of both our students and colleagues, we create a positive and empowering environment for all.



Innovation at the Core

Innovation is a cornerstone of our culture. At SET we encourage our colleagues to think creatively and explore new ways to enhance education, 'being more pirate'. We believe that by embracing change and continuously seeking out innovative solutions, we can provide an exceptional learning experience that prepares our students for the future. Our commitment to innovation means that we are always evolving and improving, staying ahead of the curve in educational excellence.



Integrity in Action

Integrity is fundamental to who we are and how we operate. We hold ourselves to the highest standards of honesty, transparency, and ethical behavior. We believe that acting with integrity builds trust and fosters a positive, respectful community. Our colleagues lead by example, demonstrating fairness, accountability, and a genuine commitment to doing what is right for our students and each other.



Best in Class

Our aspiration is to be best in class in everything we do. This means striving for excellence in teaching, leadership, and all aspects of school life. We set high expectations for our students and staff, and we provide the support and resources needed to achieve these goals. By aiming to be the best, we ensure that our students receive the highest quality education, and that our colleagues have the opportunity to excel in their careers.



Accountability

We believe in taking responsibility for our actions and outcomes. Accountability is key to our success and drives continuous improvement. We hold ourselves and each other accountable for meeting our commitments and delivering on our promises. This culture of accountability ensures that we remain focused, driven, and aligned with our mission to provide exceptional education and opportunities for all.



Wellbeing

Shaw Education Trust knows that teaching and support roles in schools are both exhilarating and rewarding but also recognise that our vocation can be relentless and exhausting. There is always something new to do!

Our vision for workload is to enable every colleague to become highly effective by:

- Ensuring every teacher/support staff have the time to focus on what is important, our pupils and students.
- Believing in simplicity and aiming for maximum impact on pupil/student learning with minimal workload for staff; and
- Continuously reviewing and evaluating our systems to support all staff to achieve a healthy work life balance.

We care deeply about the well-being of our staff and are signed up to the Education Staff Well-being Charter



Ways that we manage wellbeing

At Shaw Education Trust, we place a high priority on the well-being of our staff and students, recognising that a supportive environment is crucial for both personal and professional success. We have implemented a range of initiatives designed to promote physical, mental, and emotional health. These include access to comprehensive health and wellness programs, regular mental health workshops, and confidential counseling services. We encourage a healthy work-life balance through flexible working arrangements and ample opportunities for professional development. Additionally, our schools foster a culture of inclusivity and respect, ensuring that everyone feels valued and supported. By prioritising well-being, we aim to create a positive, productive atmosphere where staff and students can thrive.

MANAGING WELL-BEING

1. Prioritise Staff mental health
2. Give staff the support they need to take responsibility for their own and others wellbeing.
3. Give line managers access to the tools and resources they need to support the wellbeing of those they manage.
4. Establish a clear communications policy to help share best practice and actively listen to our people.
5. We give our staff a voice in our decision making.
6. We drive down unnecessary workload
7. We champion and enable flexible working
8. We aim to create a good behaviour culture in all our schools.
9. We support all colleagues to develop and progress in their careers.
10. We will create a strategy for protecting our leader's wellbeing and mental health.
11. Hold ourselves to account by measuring staff wellbeing right across the trust.

CONCLUSION

At Shaw Education Trust, our people are our greatest asset and the cornerstone of our success. We are a vibrant community of dedicated educators, support staff, and leaders who share a common commitment to our values and vision. Our colleagues are more than just employees—they are passionate individuals who bring creativity, integrity, and a relentless drive for excellence to everything they do. Their dedication to our mission and their innovative spirit creates an environment where new ideas flourish and where every student can reach their full potential.

Our team is deeply committed to placing pupils and people at the centre of our mission. Every decision we make is guided by the best interests of our students and the well-being of our staff. We recognise and celebrate the unique talents and potential of each individual, providing personalised support and opportunities for growth. This people-centred approach creates a nurturing and empowering environment where everyone can thrive. Our colleagues understand the importance of accountability, taking responsibility for their actions, delivering on their commitments, and continuously seeking ways to improve. This culture of accountability ensures that we remain focused on our mission and consistently deliver high-quality education and support to our students and staff.

Integrity is at the core of our culture, and our colleagues exemplify this value in their daily actions. They are honest, transparent, and ethical, building trust within our community and ensuring that our educational practices are fair and just. By acting with integrity, our people foster a positive and respectful atmosphere that enhances learning and collaboration. Moreover, our team is driven by a commitment to be best in class. They set high standards for themselves and their students, always striving to achieve excellence in teaching, leadership, and all aspects of school life. This dedication to excellence ensures that our students receive a top-tier education and that our colleagues are supported in their professional growth and achievements. At Shaw Education Trust, we are more than just colleagues—we are a family, working together, supporting one another through challenges, and celebrating successes. This strong sense of community fosters collaboration, mutual respect, and a shared purpose that drives us all towards our common goals.



**Act with
integrity**

**Be best
in class**

**Pupil &
people
centred**

**Be
innovative**

**Be
accountable**



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