

## YOUR VOICE

We want to know what you like, love, or want to see more of. Tell us what you think about our employee offer:

[www.ForYou.sdbemat.org](http://www.ForYou.sdbemat.org)

“I love being able to meet and work with colleagues from other Trust schools.”

“I feel valued and known in our Trust.”

“The Trust funded my Headteacher qualification – I feel so lucky!”

“Love the new Employee Rewards Platform – especially for the supermarket discounts.”

“The Wellness Hub on Perkbox is great!”

“I have never known a Trust to offer face-to-face counselling before.”



## FEEL VALUED

Find the full list of your employee benefits and opportunities:  
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Southwark Diocesan  
Board of Education  
Multi-Academy Trust  
Developing Church of England Education

# EMPLOYEE BENEFITS

## HELPING YOU GROW AND FLOURISH

**We support our staff on every stage of their journey with us.**

There's a generous benefits package to help with health, wellbeing and finances. And we regularly ask what more we can do to show our appreciation and improve as an organisation.

We work hard to ensure everyone has the tools to develop personally and professionally, from training and qualifications to almost endless career opportunities.

**Thank you for the role you play in our incredible Trust.**

## OUR VISION



**Creating  
inspiring learning  
communities**



**Where all  
can grow and  
flourish**



**Rooted in  
God's love**



**Bearing fruit  
abundantly**

## BECAUSE A JOB WITH US, IS SO MUCH MORE THAN JUST A JOB... IT IS AN OPPORTUNITY TO FLOURISH, REGARDLESS OF YOUR ROLE

AREA	BENEFIT	Teaching Staff	Support Staff
<b>CULTURE</b> 	An open and collaborative working environment, not just within your academy but also across the Trust.	✓	✓
	Proud to celebrate our diverse community and work hard to promote equality, diversity and inclusivity across our Trust, in all we do.	✓	✓
	Policies that have been developed with our staff and unions to ensure they are supportive of the employee, promote equality and diversity, and are 'family friendly'.	✓	✓
	Our Diocese has over 350 Church of England places of worship and welcomes staff from all faiths and none, to pray and find spiritual support.	✓	✓
	As a Delivery Partner for the Church of England, we deliver and award National Professional Qualifications to all our eligible staff.	✓	✓
<b>OPPORTUNITY</b> 	Opportunities to pursue other qualifications, including Degrees, Masters and role specific qualifications.	✓	✓
	A growing number of exciting opportunities to progress in your career into roles where your responsibilities can be across multiple schools.	✓	✓
	An exciting future for our staff, pupils and communities shared through an ambitious Strategic Plan.	✓	✓
<b>WELLBEING</b> 	Generous annual leave which increases to reflect your length of service.		✓
	Annual flu vaccination.	✓	✓
	24/7 access to a free Employee Assistance Programme providing confidential advice and guidance, including face-to-face counselling.	✓	✓
	Access to our Wellbeing platform with a range of ever evolving benefits.	✓	✓
<b>FINANCIAL</b> 	A competitive salary whereby pay progression is possible on an annual basis, following successful performance.	✓	✓
	Teachers can be part of the Teacher's Pension Scheme where benefits can include life cover, survivor benefits, and ill health cover. Support Staff can be part of the Local Government Pension Scheme where benefits can include life cover, survivor benefits, and ill health cover.	✓ TPS	✓ LGPS
	Employee rewards scheme giving you access to discounts and offers at over 4,000 retailers, supermarkets, gyms, and medical services.	✓	✓
<b>FACILITIES</b> 	Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments.	✓	✓
	Free car parking, where available, at every site.	✓	✓
	On-site catering with great food, all reasonably priced for staff.	✓	✓