

GLF SCHOOLS

Grow, Learn and Flourish

Thrive in a Career with GLF Schools

GLF Schools has a generous employment offer which allows our colleagues to Grow, Learn and Flourish.



Continuous Professional Development

We are committed in supporting the professional growth of our staff. We hold regular CPD workshops on over 100 topics via our Central Core CPD offer for both teaching and support staff. This core CPD offer compliments both school level training and bespoke courses. All staff have access to a comprehensive e-learning portal with various CPD courses including safeguarding and role specific training.



Work life and family friendly policies

GLF Schools supports working parents through a number of policies and initiatives. We offer generous enhanced maternity leave, shared parental leave and paternity leave. Staff are able to apply for childcare vouchers for registered childcare providers, to offset some of the costs of being a working parent. We recognise staff have commitments outside of school so we have developed a special leave policy which allows staff to apply for paid time off to attend significant events.



Flexible Working

We are committed to drive forward flexible working opportunities across our Trust to ensure we are able to meet the work-life balance requirements of a diverse applicant market. We are open to discussing flexible working at hiring point and are pleased to be one of three MATs involved in a flexible working pioneer programme for teaching.



Staff Wellbeing

As an employer, we are committed to staff well-being. All staff have access to a 24/7 confidential Employee Assistance Programme with access to specialist telephone counselling. We have well-being ambassadors within each of our schools to promote our well-being initiatives and to signpost staff to relevant support agencies. 'GLF in touch' is our termly e-newsletter that focuses on well-being. GLF Schools is working in partnership with recognised unions to support its well-being strategy and looking at innovative ways to improve staff workload.



Staff Benefits

Teachers joining the Trust will become a member of the Teachers' Pension Scheme and for support staff we adopt the Local Government Pension Scheme. Staff have access to a benefits platform offering discounted shopping, gym memberships, childcare vouchers and cash back. We offer all staff an enhanced sick pay scheme and candidates moving from the public sector without a break in service can be reassured that continuous service will be honoured.



Career Pathways and Talent Management

Working in the Trust offers a unique experience. As a member of staff, you can expect GLF to invest in your career progression, provide a bespoke career development plan and offer the potential to be fast tracked into leadership. We are keen to promote from within so if you are looking for a career with real potential for progression, then GLF Schools is the place for you.



Community and Collaboration

With 41 schools currently within our Trust, opportunities to share and collaborate is highly encouraged and facilitated. We have different forums to support the sharing of expertise including MAT subject leader forums, a conference/celebration called the Festival of Education, MAT Mondays (secondary schools working together by subject), SEND forums, NQT forums, Headteacher forums and role focussed forums. Our operations teams also attend networking sessions to ensure all schools within GLF work as a team and achieve more by sharing.



Valued Worker Scheme

GLF Schools is proud to be approved by NASUWT and endorsed by other unions for becoming accredited via the Valued Worker Scheme. This shows our commitment to staff welfare and well-being. GLF was also the first MAT in our locality to sign up to a Joint Consultative Committee with our Unions, ensuring we work in partnership with them and seek their input when creating our staff related policies and initiatives.

41 Schools 41 Reasons

1. Well-being ambassadors are appointed in our schools to **support** our colleagues.
2. We offer **flexible** and **family** policies.
3. We have clear opportunities for **career pathways**.
4. We develop our **talent succession** planning by region.
5. We hold **CPD** workshops on over 100 topics.
6. Our Teachers are members of the **Teachers' Pension Scheme**.
7. For our Associate Staff we adopt the **Local Government Pension Scheme**.
8. All colleagues have access to a **benefits platform**.
9. We offer **enhanced** sick pay.
10. We offer a much deserved **Christmas closure**.
11. Colleagues have access to a **24/7** confidential **Employee Assistance Programme**.
12. All colleagues receive the 'GLF In Touch' e-newsletter that focuses on **well-being**.
13. We have a clear strategy looking at **innovative** ways to improve **staff workload**.
14. GLF Schools was part of a CIPD pilot scheme as a '**Flexible Hiring Champion Employer**'.
15. We offer generous **enhanced maternity** leave, shared **parental** leave and **paternity** leave.
16. Colleagues have access to a comprehensive **e-learning portal**.
17. We will support you in building a **bespoke career development** plan.
18. We hold many different forums to support the **sharing** of expertise.
19. We offer senior and middle leader programmes to develop **leadership**.
20. We offer a comprehensive **development** programme for trainee teachers and NQTs.

21. Colleagues can access our **teaching school** for those looking to develop into teaching.
22. We create a **culture of coaching** - staff **collaborate**, support and develop one another.
23. Teachers are offered designated and **flexible** PPA time: your time is **precious**.
24. Our appraisal system is **focused** on your **CPD** and not on measuring performance.
25. At GLF, pay is decoupled from the appraisal process and we offer **automatic pay progression**.
26. All colleagues are invited to an **annual social event** to celebrate the end of the academic year.
27. We offer all colleagues the opportunity to join an **Apprenticeship** scheme.
28. GLF has a regional structure in place to **support** schools and colleagues.
29. All colleagues are invited to attend an annual conference day **bringing together** schools.
30. There is always **on hand support** from our Central team in Head Office.
31. Each region/school/colleague has access to a **dedicated** IT team to assist them.
32. We are **happy** to talk about **flexible** working at point of hire.
33. We offer School to School support, with specialists **sharing** their **knowledge**.
34. All colleagues receive a thorough **induction** and **onboarding** process.
35. We **share** case studies with you to help you **understand** how you could work **flexibly**.
36. We ensure all colleagues have the **right tools** to do their job **effectively**.
37. GLF is endorsed by recognised education unions and are **accredited** as a **Valued Worker Employer**.
38. We work in clusters of schools to ensure we **collaborate** and share resources.
39. Every school has their own **identity** to suit and support their local community.
40. We **participate** in charity events both nationally and locally.
41. We **pride** ourselves in ensuring all our colleagues have the opportunity to **Grow, Learn and Flourish**.