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### Why work for Vision Learning Trust?

In order to meet our mission we believe that it is vital to provide a working environment to enable our staff to develop and flourish whilst working for an employer of choice. As a result we have designed a package of benefits to support our employees health, wellbeing and work life balance and further our belief that Vision Learning Trust is an exceptional place to work.

#### Continuous Professional Development

We invest heavily in professional development, allowing our staff opportunities to take the next steps in their career. You will be supported every step of the way, with unparalleled line management, performance management, training opportunities and peer to peer support.

#### The Trust Family

As a growing trust, there is a multitude of opportunities for career development and growth across Vision Learning Trust; allowing you to develop your experience and expertise in a variety of contexts through secondments and promotions.

#### Health and Wellbeing

Access to a wellbeing package for all staff which provides a range of free benefits including counselling, physiotherapy and access to a wellbeing app.

#### Education Staff Wellbeing Charter

We are committed to improving and protecting our staffs wellbeing and have publicly committed to the Education Staff Wellbeing Charter, which aims to promote mental health and wellbeing through policy and practice.

#### Pension Schemes

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment. In addition to a generous employer contribution rate, members of these schemes have access to the full range of membership benefits including a Death in Service payment.

#### Annual Leave

We provide a generous annual leave entitlement for support staff of 25 days leave, rising to 30 days leave following 5 years service, in addition to statutory bank holidays.

#### Flexible Working

As we are supportive of flexible working we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work live balance.

#### Enhanced Contractual Sick Pay

We offer enhanced contractual sick pay in line with the Burgundy Book (Teachers) and Green Book (support staff).

#### Enhanced Contractual Maternity Pay

We offer enhanced contractual maternity pay in line with the Burgundy Book (Teachers) and Green Book (support staff).

#### Recognised Continued Service

We recognise continued service in accordance with the modification order.



### Collaboration & Excellence in Education

Hill View Infant Academy and Hill View Junior Academy are part of Vision Learning Trust, a company limited by guarantee in England and Wales (Registered No. 10292875) whose registered office is as above.