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## Working for the Beckfoot Trust

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*'Creating an environment that values its people'*

### **Our Commitment to you:**

#### **We will:**

- Adhere to all national and local pay and conditions policies
- Negotiate and consult with recognised trade unions.
- Provide absolute clarity about our values and our collectively owned vision.
- Offer a positive working environment with a highly visible, accessible, open door and emotionally intelligent leadership.
- Support a personalised appraisal, CPD and leadership development for every colleague.
- Provide clear and consistently applied management systems and policies.
- Offer Regular and effective clear communication.
- Provide access to the support of a dedicated HR team.
- Provide a generous approach to a range of flexible working patterns and family friendly policies.
- Offer a contributory pension that is competitive with those offered elsewhere.
- Offer additional benefits including access to on-site facilities, paid DBS certificate, a free flu jab (tbc), free eye test and access to a salary sacrifice scheme (childcare vouchers).

### **Our Expectations of you:**

- Commitment *to our learners* and the values and vision of the school/Trust
- High levels of professionalism and a desire to keep learning new things
- Be flexible and adaptable in your approach to team working, collaboration, resilience and creativity
- Embrace CPD initiatives to get the most out of opportunities available.
- Positivity and a willingness to work hard and go the extra mile
- Work to maximise capability and be punctual.

*'Making Beckfoot Trust the employer of choice'*