

Staff Quality of Life

As an anchor institution, Liberty Academy Trust is committed to improving the quality of life for all staff and pupils. Our staff benefits package is one way we do this for employees.



1: MATERIAL WELLBEING

- National Living Wage employer
- Staff discounts through Benefex
- Staff Awards with £200 per person each half term available

8: RIGHTS

- Disability Confident Employer
- Adoption of the Halo Code
- Trust Menopause Ambassador
- Trust Equality, Diversity, Inclusion Ambassador
- Trade Union Recognition Agreement

7: SELF-DETERMINATION

- Consistent performance management for all
- Staff surveys and pulse surveys to provide feedback for Trust development
- Staff awards which recognise core values of *Courage, Determination* and *Teamwork* half-termly

6: SOCIAL INCLUSION

- Staff intranet
- Climate Ambassador in each school
- EDI Ambassador in each school
- Employee town halls
- Cycle-to-work scheme



2: EMOTIONAL WELLBEING

- Staff wellbeing Charter
- Duvet Days available in each school
- Mental Health at Work Standards
- Wellbeing telephone support 01773 814403
- Access to nurse through nurse@uk-sas.co.uk

3: PHYSICAL WELLBEING

- Video access to GP 24/7
- Free eye tests
- Access to nurse through nurse@uk-sas.co.uk
- Access to app-based Gym programme through Schools' Advisory Service

4: INTER-PERSONAL RELATIONS

- Access to Network Groups
- Neurodivergent Teachers' Network
- EDI Network
- Access to partnership links with other MATs, LA leaders, and other external groups, such as CST and NAASA

5: PERSONAL DEVELOPMENT

- Access to the Liberty PG Certificate, accredited by University of Warwick
- Internal CPD including *Improving Teacher Programme* and *Leading Teacher Programme*
- National College access for all available
- Access to learning and development courses through Benekit app from Benefex
- External Leadership coaching for Principals