



WADE DEACON  
TRUST

A COMMITMENT TO EXCELLENCE

# Why join Wade Deacon Trust?

## Information for job applicants

January 2024

A GREAT  
PLACE TO  
WORK

WADEDEACONTRUST.COM



## Contents

- 3 Welcome from the CEO
- 4 About the Wade Deacon Trust
- 5 Our Vision
- 6 Employee Rewards & Benefits
- 8 Discounts
- 9 Employee Assistance Programme
- 11 Terms & Conditions
- 14 Central Team and School Improvement





# Welcome from our CEO

Welcome to the Wade Deacon Trust. Our partnership of schools was established in 2013 with a vision of creating excellence in the heart of the communities we serve. We are now 8 schools responsible for 6000 pupils, working as equal partners who strive for excellence in all we do for the benefit of all our pupils.

In each of our schools, we are committed to providing many rich experiences and ensuring that every pupil has the opportunity to be and achieve their best. We are committed to a fully inclusive model of education where we do all we can to make sure no pupil gets left behind. Our expectations are that the development of healthy lives and relationships, equalities, character, and resilience permeate through all aspects of life and the culture in each of our schools.

Key to the way we work and our success, are our colleagues and partners who collectively have the knowledge, skills, and experience to continually improve the offer for our pupils. We work together to solve problems, overcome barriers, to test things out and continually improve.

Working within a common structure and bound by our vision of 'A Commitment to Excellence', our schools are supported and encouraged to maintain their own distinctive characteristics and to tailor their curriculum so that it meets the needs of their pupils and to best serve their communities. Our principals are responsible for the school they lead and are accountable for the outcomes their pupils achieve. Being part of a partnership of schools brings with it challenge and support as well as opportunities to share ideas, best practice and resources where appropriate.

This brochure is designed to give you an insight into what it is like to be a member of the Wade Deacon team and the benefits we offer our employees. I hope it is useful for you as you consider your potential future as an employee of our Trust.



Gary Kelly  
Chief Executive Officer





# About the Trust

The Wade Deacon Trust is a close collaborative partnership of schools across the Liverpool City Region. There are 5 primary schools, 1 all-through school, and 3 secondary schools in our Trust.

Our schools are all within a short distance of each other which enables colleagues to visit each others' schools easily. We have established support networks between staff working in each Key Stage and Subject to encourage collaborative working.



# Vision & Values

The vision is for every school in the Trust to be an outstanding school where every child receives an exceptional education.

We believe all children are entitled to an educational environment in which their individual abilities and talents are fully developed through providing:

- Highly motivated teachers and support staff; with quality teaching to the highest standards that ensures excellent learning and achievement.
- Exceptional facilities providing a focused learning atmosphere where all children are encouraged and supported.
- An environment in which respect, courtesy and integrity towards other people abound.

We will develop personalised learning programmes that engage every child and enable them:

- To achieve their full potential, attaining the highest possible standards.
- To have high aspirations and expectations for their future.
- To develop an attitude of care and responsibility towards others and their surroundings and to be a positive impact on their community.
- To become independent, confident learners acquiring a love of learning to continue throughout life.
- To be creative and innovative through the promotion of a 'can do' and 'no excuses' culture.



# Employee Rewards and Benefits

As an employee of the Trust, you will benefit from the support and collaboration of a network of professionals who are passionate and talented in their fields. As well as a rewarding career and nationally agreed terms and conditions, you will enjoy a range of rewards and benefits that reflect our commitment to your physical and mental wellbeing. Whether you are a teacher, a leader, or a support staff member, you will find a place where you can grow and thrive at the Wade Deacon Trust.

## Wellbeing First



Wellbeing is at the heart of everything we do.

## Best Terms & Conditions



National T&Cs as a minimum standard, with extra value added.

01

02

03

04

## Unbeatable Rewards and Benefits



From discounts to 24/7 support, our employee benefits offer is first class.

## Continuous Professional Development



The very best support and training to ensure staff achieve their goals.





# Rewards and Benefits

Whether staff want to stay updated on Trust news, get support for their wellbeing, or enjoy some perks from our partners, The Hive has it all. The Hive benefits portal is exclusive for all Wade Deacon Trust colleagues.

As soon as a school joins our Trust, employees can access The Hive from day one. It's our way to welcome you as a valued member of our team.



## Discounts

There are genuine big savings at all supermarkets and 5% off petrol at Morrisons amongst many more savings. Fashion, holidays, electronics, homeware, jewellery, phones, fitness, books... there are discounts and cashback available on an absolutely huge range of items! This is a very valuable financial benefit that is not widely offered in our sector.

## Help when you need it

The Hive offers a quick, confidential and highly professional way to resolve personal challenges, and is there whenever you need it. The Hive's Employee Assistance Programme (EAP) can help support with issues such as mental health conditions, health and wellbeing information, stress at home or work, financial issues (including debt), family and relationship matters and consumer issues.

## Support 24/7 for you and your family

The EAP service is available to employees and immediate family members (partner & dependant aged between 16-24 living at home and in full time education). Access support by calling the helpline and simply quoting the employer name - Wade Deacon Trust. In addition to phone-based counselling and advice, you can use an online portal accessible whenever you like, wherever you are.

# Save £240 a year With our grocery discounts\*



\*based on a weekly shop of £100 and a discount of 5%



## Save on the go with the SmartSpending app

It's simply impossible to plan every purchase in advance, but that doesn't mean you're not able to still enjoy our hundreds of Discount and Cashback deals. In fact, we have a way for you to make a saving even when you're already in the queue to check out!

The SmartSpending app helps you save wherever and whenever you want. This is an invaluable tool if you're serious about getting the most out of our offers. You have access to your Instant Vouchers, Reloadable Cards and Discount Codes, and you can top up your balance just like on the browser.

The SmartSpending App is available on the Apple App Store and Google Play Store.







# Get 24/7 Help

## with The Hive's Employee Assistance Programme

### Counselling support

We can offer up to six structured counselling sessions, per issue, per year for the employee, partner or spouse and dependants (between the ages of 16-24 in full time education). We deliver these via phone or secure online chat.



### 24/7 Confidential helpline

Our helpline can provide immediate telephone support including, but not limited to:

- Work related issues including management, stress, workplace, relationships, bullying and harassment.
- Anxiety, stress, depression, low self-esteem, anger management.
- Family, marital and relationship issues.
- Substance and alcohol misuse/dependency.
- Bereavement.
- Retirement.
- Domestic abuse.
- Health, critical illness and bereavement.
- Lifestyle, exercise, diet and general wellbeing.
- Medical information (available Monday to Friday, between 9am and 5pm)
- Telephone advice relating to critical incidents.
- Management support.

### Legal information



Personal legal information is available via our confidential helpline, providing immediate, effective guidance when it's most needed.

Our counsellors and advisors are on-hand 24/7, 365 days a year. They can be called at any time for friendly support in the strictest confidence.

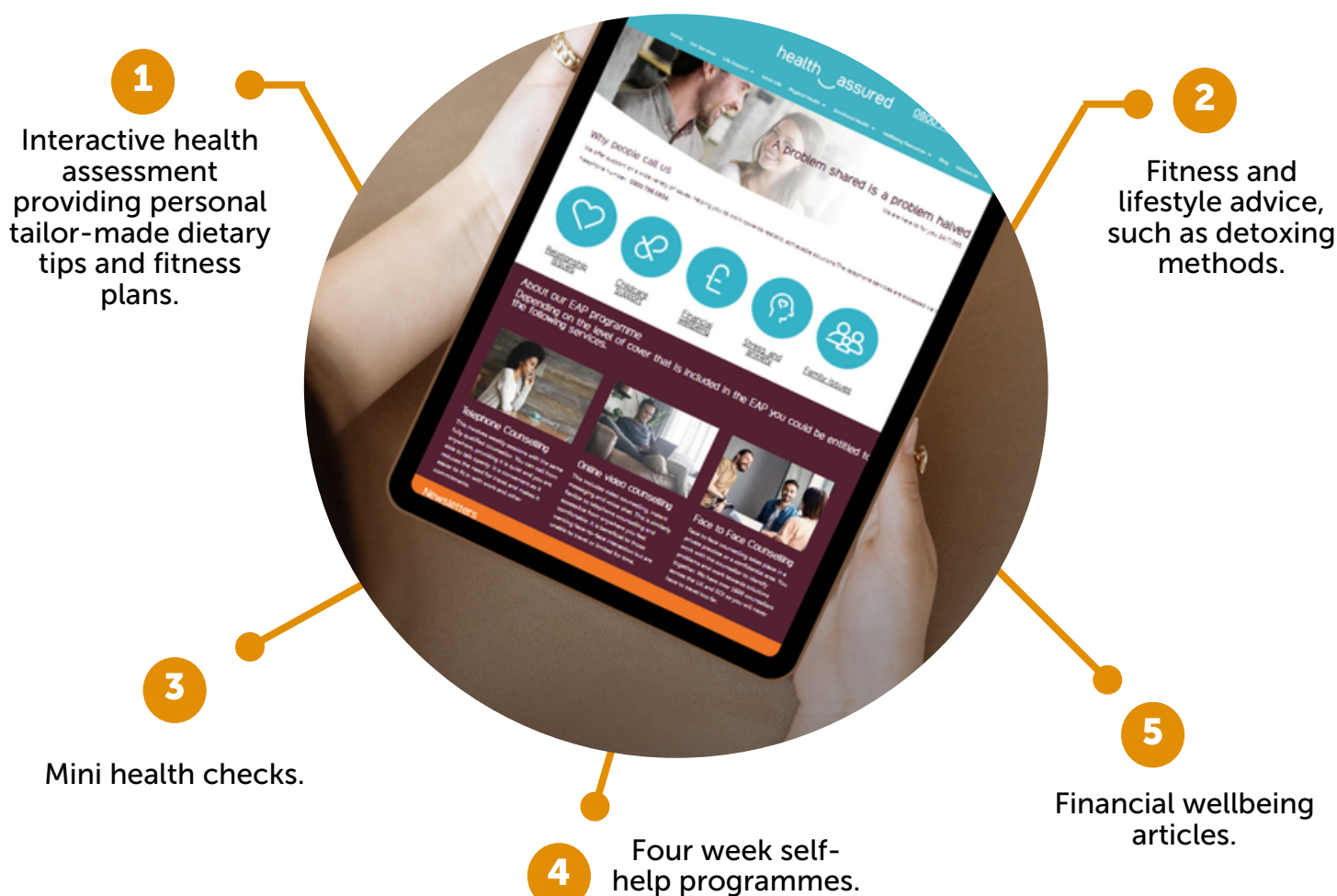




# Boost your wellbeing

## with The Hive's Employee Assistance Programme

In addition to counselling support and advice, The Hive's Employee Assistance Programme (EAP) also offers a virtual library of wellbeing information. These informative articles and self-help guides provide support on a range of health and advisory issues, as well as instant guidance to aid of your physical and mental health.



*An Employee Assistance Programme (EAP) is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. Our EAP is provided by Health Assured, the UK's and Ireland's largest award-winning EAP provider.*

health assured

# Excellent Terms & Conditions



## Service Recognised

We recognise local government continuous service, including service in other schools and academies, when allocating annual leave and occupational sick pay entitlement.



## Teacher Pay Portability

The Trust's Pay Policy guarantees pay portability for classroom teachers.



## Automatic Pay Progression

We do not have performance-related pay. All staff progress through their pay grades or ranges automatically each year. Appraisal is truly focused on continuous professional development, not a tick-box to justify pay increases.



## Pay and Conditions

Our salaries are aligned to the School Teachers' Pay and Conditions for teaching staff and National Joint Council conditions of service for support staff. This commitment is protected via a Recognition and Collective Agreement between Wade Deacon Trust and the national Trade Unions and Professional Associations.





**Annual Leave**

Generous annual leave entitlement for support staff, starting at 26 days (plus the 8 bank holidays) rising to 34 days with service. Support staff on whole-year or term-time-only contracts can take up to 5 days' annual leave in term-time.

**Flexible Opportunities**

We provide flexible working opportunities across the Trust, including opportunities for part-time working, job shares and term-time only roles.

**Occupational Maternity, Paternity, or Adoption Pay**

When a new arrival joins your family, we want you to spend time together. Our occupational maternity, paternity or adoption pay over and above statutory entitlement supports you during these important early days.

**Occupational Sick Pay**

For those times you are not well enough to be with us, we provide occupational sick pay to help you financially. Sick pay allowance is service related, starting at 1-month full pay with no continuous service, rising to 6 months' full pay and 6 months' half pay after 5 years' continuous service. Previous service with other schools is recognised for our occupational sick pay.

**Trade Unions and Professional Associations**

We have a positive and mutually beneficial relationship with trade unions and professional associations, with regular meetings both formal and informal to discuss a range of issues. We encourage our members of staff to join trade unions if they wish, to take advantage of the range of benefits of union membership.

## Professional Development

**Continuous Professional Development**

We are committed to professional development and have a strong track record of supporting colleagues to progress in their careers. We provide the very best support and training in ensuring that our staff achieve their goals. Collaboration is at the heart of our ethos and culture, and our colleagues enjoy a wide variety of support, opportunity and reward across the Trust.

**Career Development**

We offer excellent career progression opportunities within the Trust. For example, there are opportunities to work within other schools in our Trust when the time comes and you are looking for new challenges.

# Physical Wellbeing



## Online Health Portal

Access to the Health Assured Health Portal, containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health issues to aid your physical and mental health.



## Healthcare Cash Plan

Access to a health cash plan including cover for routine and specialist healthcare bills, a health and stress helpline, and discounted access to a virtual GP service.



## Flu Jabs

We fund annual flu vaccination for any staff who wish to take this important health protection.



## Medical Appointments

We allow paid time off to attend non-routine medical appointments

# Financial Wellbeing



## Living Wage

Our Living Wage commitment means that all our staff are paid the real living wage (as set by the Living Wage Foundation) as a minimum, which is significantly higher than the government's national minimum wage or living wage.



## Generous Pension

All of our employees are enrolled into either the Teachers' Pension Scheme (teachers) or the Local Government Pension Scheme (support staff) with a generous employer contribution to both schemes. They are Defined Benefit schemes, which pay you a guaranteed income in retirement based upon your earnings over your career, rather than stock market investments – so there'll be no surprises when you come to claim your pension. Staff are able to opt-out if they wish.



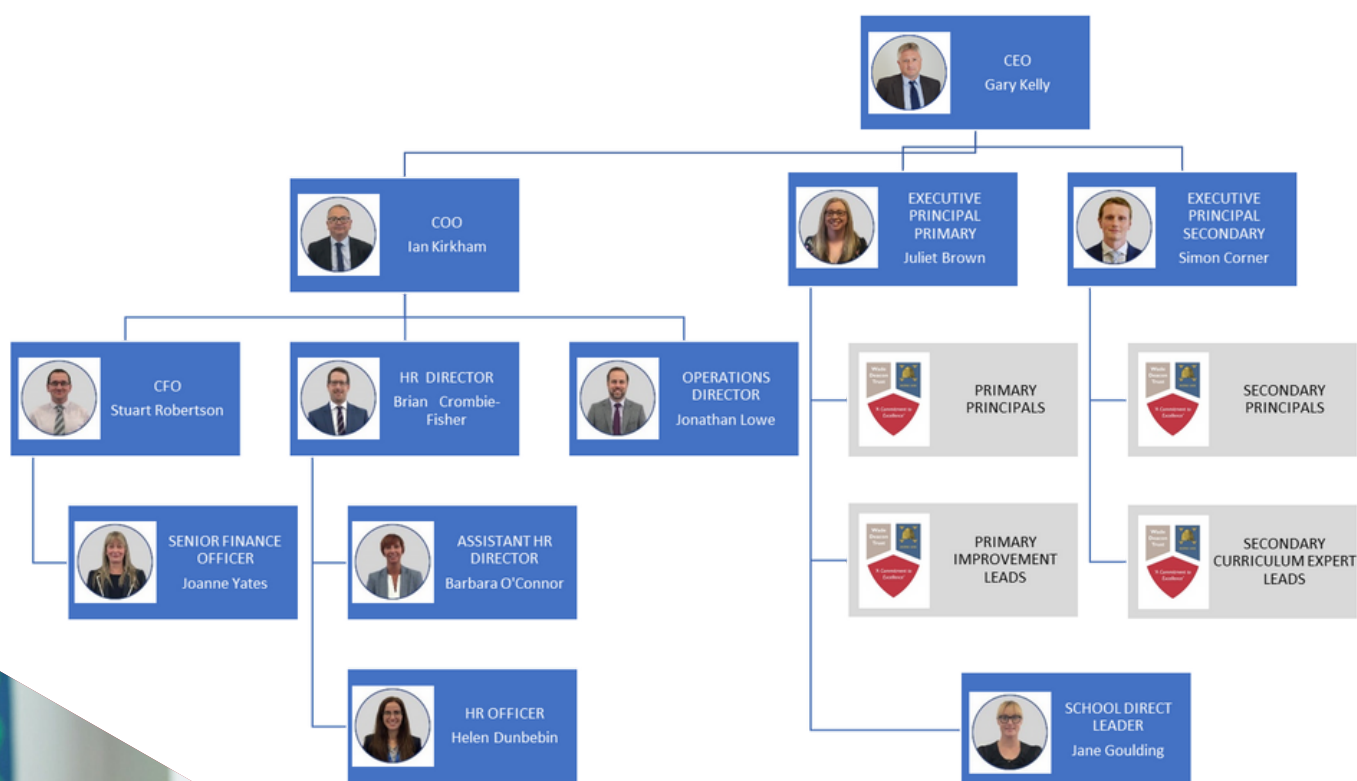
## Financial Guidance

Guidance on a wide range of financial topics through our partnership with Wesleyan Financial Services and HSBC. Topics include understanding the benefits of our pension schemes, planning for a successful retirement, key financial guidance for Early Career Teachers, and promoting financial health and wellbeing.

# Central Team and School Improvement

The Trust has a central team of qualified professionals with significant experience working with both primary and secondary schools, delivering services in finance, HR, operations and Initial Teacher Training.

Our school improvement offer is delivered by experts based in our own schools, working across the Trust to share expertise and provide leadership.







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