



**Thank you for showing an interest in joining The Two Counties Trust.**

There are many reasons to choose The Two Counties Trust as a great place to start or continue your career.

We are a growing Trust that recognises the importance of a happy, healthy, rewarded and motivated workforce and as such we have developed our HR strategy to invest in our employees.

We can support your career and personal development through a range of routes both within your school and across the Trust and offer extensive CPD for all staff. Furthermore, we foster a culture which encourages colleagues to share good practice through a range of Trust wide subject or sector specialist groups.

NQTs can expect a programme of professional support to aid successful completion of the NQT year and peer support from a NQT network, whilst aspiring managers can progress onto one of our leadership programmes or practitioners can join our Lead Practitioners Course.

As well as offering first rate professional development opportunities, many of our pay rates for teachers and leadership roles are above the national pay scales and for support staff we use the NJC scale which has a starting salary well in excess of the National Living Wage. Furthermore, subject to satisfactory performance, you can progress up your pay scale annually.

We understand that benefits as well as pay are an important part of your remuneration package and the range of benefits that are accessible to you as an employee of The Two Counties Trust is extensive.

For your health and welfare we offer discounted gym membership to over 3,400 health clubs.

Our Dental and Health Care plans offer you a range of benefits including worldwide dental cover, optical care, diagnostic consultation and therapy plus a voluntary Private Medical Insurance scheme.

We also recognise that balancing everyday life and work can sometimes create pressures and to support you we provide you with access to an enhanced Employee Assistance Programme from day 1 of your employment to help you and your family manage events and issues, providing access to confidential advice on health, family, money matters, work and much more.

Our retail benefit scheme is designed to ensure that your pay goes that bit further. We offer great personal car leasing deals through our affinity scheme with Arnold Clark and extensive savings can be made through our Corporate Perks scheme. This scheme saves you money on every day essentials, travel, gifts, fashion, going out and electronics providing you with access to a range of offers and discounts which are not available on the high street.

These benefits run alongside other elements of our total reward package including access to the Teachers' Pension Scheme or Local Government Pension Scheme (depending on your role), enhanced family friendly leave and pay arrangements, free car parking, a cycle to work scheme, the opportunity to request flexible working and a not forgetting a friendly working environment.

We hope that you can see the potential for your career to develop within our Trust and the value we place on our talented staff.

To give you a flavour of what it's like to work for us, these are just a few of the things that our employees said when we asked them to name one thing they really like about their jobs:

*I love being respected as a reflective professional who can be trusted to teach pupils and get them from A to B.*

*That people care about me both personally and professionally.*

*The way I am allowed to develop as a practitioner whilst supporting the development of my peers.*

*Being trusted to teach without excessive scrutiny.*

*Love the ethic of work/life balance here with the marking policy etc being modern and reflective of a healthy work/life balance.*

*The whole school feels like a team, it's not just faculties or year groups or inclusion staff or middle leaders but we ALL work together and contribute to children's well-being every day.*

*I love my school, there are so many fantastic staff and pupils and I think we are treated incredibly generously.*

*We have more free time to plan and mark than any other teaching staff I know at other schools and we are up to date with things such as modern marking policies.*

*Senior leadership are fair and consistent in their messages, I do not feel I'm ever asked to do something I'm not happy to do and I'm offered lots of opportunities to further myself and am supported in any issues with pupils.*

We hope you are still interested in joining our Trust and look forward to receiving your application.