



The Benefits of Working at Ebor Academy Trust

All new starters with the Trust receive a thorough induction programme, followed by a programme of training which is targeted to the role. But it doesn't stop there, all staff receive development on an ongoing basis and we actively encourage career development through a range of continuous professional development and longer programmes of learning, including apprenticeships.

We offer generous terms and conditions of employment. All our staff have access to a comprehensive Wellbeing Programme to help you and your family stay healthy. This includes access to free private GP and nurse appointments, exercise advice and classes, plus a variety of specialist clinics as well as counselling services. We also offer significant discounts on many high street shops, online retailers and travel agents, not to mention free car parking at all our schools, an enviable pension scheme, sick pay and family friendly policies.

The Trust is striving to be an inclusive and diverse organisation, where everyone feels able to be themselves and experiences a strong sense of belonging. The Trust wholeheartedly supports the principle of equality and diversity in employment and opposes all forms of unfair or unlawful discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sex. We encourage and support the recruitment, retention and career development of people from as wide a range as possible of ethnic, cultural and social backgrounds and seek to develop a community of staff that accurately represents society as a whole. All applications for employment with the Trust will be considered against the criteria outlined in the person specification for the position advertised.



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Pay is an important reason to come to work. However, it isn't everything and the only time you really notice it is on pay day. Ebor also offers a generous defined benefit pension scheme to most of its staff. This is competitive within the sector, but considerably more rewarding than pensions' schemes in most other areas of work.

We believe that employee benefits are increasingly important and focus on sourcing the right benefits for our staff as they progress through life. We understand that at different life stages, people value different things.

Once employed with us you will have access to our intranet which will take you to the Ebor staff benefits and onwards to organisations which provide services and discounts which you may also find useful. Please note, some of the offers require a subscription and you should ensure that you are going to benefit from these discounts before signing up.

Here are some of the ongoing benefits of working here are:

- ❖ Free Parking
- ❖ Defined Benefit Pension Scheme
- ❖ Free Tea and Coffee
- ❖ Free Childcare for Ebor Staff with Children at an Ebor School
- ❖ Access to Online GP Services
- ❖ Access to Mental Wellbeing Support
- ❖ Our Own Ebor Benefits Website
- ❖ Flexible Working
- ❖ Healthcare Savings Plan
- ❖ Funded or Subsidised Learning
- ❖ Blue Light Card
- ❖ Discounts for Teacher

*Some of the above are location specific and may not be available at all Ebor schools/offices