

Why Join Hampton Academies Trust

People are at the heart of our core visions and values. Our trust vision is to meet the needs of our students and equip them to achieve their potential. To enable us to do this we need to ensure that we are attracting, developing, and retaining the best possible talent.

We offer a variety of opportunities for professional learning and career development. The trust supports a range of training and talent development opportunities including apprenticeships in teaching and support staff roles, professional leadership training and bespoke training to meet the needs of individual training and development requirements. Hampton Academies Trust is locality based and therefore there are realistic prospects for staff looking for career development within the trust. The close proximity of our schools makes cross-trust working, delivery of training and collaborative working practical and viable, creating more opportunities for staff.

The trust provides a supportive, collaborative community which is diverse and inclusive. We encourage staff to work together, sharing ideas, resources, and expertise with colleagues from across the trust. The trust has a keen focus on wellbeing and supporting good mental health and is well supported by our team of dedicated HR professionals who are all trained Mental Health First Aiders.

The trust provides an excellent working environment. Most of our schools are new builds and offer light, modern accommodation and a range of new technologies. All our schools provide a well-cared for and stimulating environment where students and staff are able to thrive.

The HAT Family



What we can offer you:

- **Staff CPD** – we offer extensive CPD opportunities with access to National College and support with external courses to promote career development.
- **Competitive Pay** – we follow the STPCD for teaching staff and National Pay Rates for support staff.
- **Excellent Pension schemes** (Teacher Pension Scheme and Local Government Pension Scheme) with generous employer contributions.
- **Access to HR support** – a Trust HR team that is on hand to support you from day one.
- **Flexible working and family friendly policies** – we have generous policies in place to support our colleagues such as flexible working, maternity and paternity leave. We also have a Discretionary Leave of Absence policy which includes dependency care leave, compassionate leave and a paid day to move house!
- **Generous sick pay entitlement** - for teachers and support staff. We work with an Occupational Health provider to ensure that colleagues are supported in the workplace, for example through phased returns.
- **Free onsite car parking at all HAT schools** – Electric car charging is available at some HAT sites.
- **Employee Assistance Programme** – all our colleagues have free access to Education Support, a 24 hour a day/7 days a week confidential service which provides a huge amount of support such as counselling, financial and legal advice. You can also access an on line portal to view resources and guides to promote a healthy lifestyle.
- **Free tea and coffee at all HAT schools**
- **Free eye test**
- **Access to school gym facilities and discounted membership to Vivacity Leisure Centres in Peterborough** (subject to change)