

# The Maritime Offer

*The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.*



## National Terms & Conditions

The Trust recognises National Terms and Conditions for both Teaching and Support Staff and annual pay awards are applied in line with national agreements.



## Trade Union Recognition

We work closely with the Trade Unions that represent our Teaching and Support Staff. We meet termly with employee representatives to proactively and positively manage employee relations.



## Teachers and LGPS Pension Schemes

All employees of the Trust are offered the opportunity to contribute to either the Local Government Pension Scheme (LGPS) or the Teachers' Pension Scheme (TPS).



## Staff Development & CPD

The Trust operates a supportive Staff Development policy for all staff policy focused on coaching and well-being. The Trust is committed to ensuring that every member of staff receives regular feedback and career development conversations alongside a comprehensive offer of tailored CPD.



## Well-Being

All of our Academies are represented at our termly Well-Being Network Meetings. The Network agree a schedule of Trust Wide well-being initiatives and social activities.



## Maritime Hub

The Trust offers its employees access to hundreds of on-line retail discounts from days out with the kids to discounted holidays and food shopping; there is something for everyone.



## Cycle to Work Scheme

The Cycle to Work scheme allows employees to purchase a bike and accessories up to the value of £1,000. The scheme allows employees to make tax savings of up to 42% while staying fit and healthy.



## Family Friendly Policies

The Trust offer generous policies and enhanced entitlements in respect of Maternity, Paternity and Adoption.



## Employee Assistance Programme

The Employee Assistance Programme is available 24 hours per day, 7 days per week, 365 days of the year. The service is free, confidential and staffed by trained counsellors who provide advice and counselling to support the resolution of personal or professional issues.



## Discounted Gym Membership

The Trust offers 'MyGym Discounts' and 'GymFlex' which provides savings of up to 40% with over 3,000 UK gyms and health providers.



## Interest free Travel to Work Loans

The Trust offers interest free loans for staff to purchase public transport season tickets, helping to keep down the cost of travelling to and from work.



## Annual Flu Vaccinations

The Trust offers flu vaccinations to all employees annually in the Autumn Term.

