



PLUS+

'I like the diversity of my role'
— Terry Owens, Site Manager,
Knowsley Lane



*'We invest
in and
develop
exceptional
teachers,
leaders and
support
staff'*



*'There is an ability to focus
different minds on the same
problem with mutual support'*

—Jayne Fleming, School
Administrator, St Augustine's





PLUS +



We want working in a Vantage school to be a fantastic experience for all. Our Vantage Plus vision incorporates a programme of 'Core', 'LifeStyle' and 'Extra' benefits and rewards to enhance your career journey with us.

OFSTED SSSJ 2016

Teachers constantly strive to improve their practice. Those at the start of their career are very well supported by leaders and colleagues. As a result, teaching is never less than good.



SPOTLIGHT ON...

Gill Mangnall

Trust History:

- ✓ NQT @ SS Simon and Jude
- ✓ School Direct Lead @ SSSJ
- ✓ Key Stage Lead @ Knowsley Lane
- ✓ Asst. Principal @ St James
- ✓ Head of School @ St James

I've had the chance to lead on a number of projects – including using my experience in training & development to support the Trust's Initial Teacher Training scheme. I've also benefited from a wide range of development opportunities and networks across our schools – The career development opportunities just seem to grow!

VANTAGE Core

The Vantage 'Core' Benefits programme includes these GUARANTEES:

- ⇒ National Teachers' pay and conditions will form the minimum base for our pay and progression.
- ⇒ As a TA or support staff member we will honour TUPE for the life of the employment if requested.
- ⇒ Any national pay settlement will be paid in full.
- ⇒ We have negotiated a regional pay settlement for Support staff that provides the best of the LAs in which we work, over 70% of new convertors see their pay and conditions improve, and the remaining stay the same – no one ever loses.
- ⇒ Performance management for all staff working over 10 hours per week.
- ⇒ Access to meaningful CPD that not only enhances your ability to do your job better, but also prepares you for promotion within the organisation.
- ⇒ ALL promoted posts are advertised internally first, enabling opportunities for career advancement within Vantage Schools
- ⇒ Occupational sick pay, providing reassurance for you and your family.

USE YOUR CAR FOR SCHOOL BUSINESS?

We pay a mileage allowance for course attendance, home visits, meetings, sports activities or anything else we ask you to do for school using your own car. We insist!



LOOKING FORWARDS

Our workforce group made several more suggestions about VANTAGE PLUS + rewards and benefits we could offer our staff. Suggestions include private medical care, access to gifting services, ironing services, onsite car wash/ valeting and others. Watch this space!



PLUS +



Vantage LifeStyle is a raft of benefits that is open to all employees and are our way of recognising and rewarding you for your hard work and commitment.

VANTAGE LifeStyle



FANCY A BREW?

At all Vantage schools tea, coffee and hot chocolate along with milk and sugar are provided free of charge to all staff, and just to make sure there are no accidents we will provide you with a safety cup as well.



Are you a leader of tomorrow?

We believe strongly that we should "Grow our own" where possible. Could you be a Vantage leader of tomorrow?

A strong CPD commitment focused not simply on the needs of the school but on your needs as a developing professional must make Vantage Academy Trust the right choice for you.

Now and in the future.



Meet Kim, she started with us as a TA2 at SSSJ and recently took up the post of KS2 leader at St Augustine's. An eight year journey with us so far.

Adventure Holiday?

Lots of laughs, mud, and some very long nights and short sleeps. Here at Vantage you will receive a £25 disturbance allowance for each night you are on duty, another little 'Thank You' from Vantage for your dedication

Where is your Professional Pathway leading you?

Vantage Professional Pathways are tailored to you, taking you where you want need to be.

Show ability and determination to succeed with the Trust and the sky (or at least the CEO job) is the limit.

There are 3 career building pathways:

TA to Teacher

Teacher to Leader

System Leadership



NIGHT AWAY?

Occasionally you may need to stay away from home at a conference or training event.

Treat yourself to breakfast and dinner, it's on us*. Feeding body and mind!

*spending limit applies.



PLUS +



For the Extra dedicated, there are the Extra benefits. These awards are a way of us saying an Extra large 'Thank You' to employees and recognising your contribution over a long period of time. The days of carriage clocks and gold watches as long-service awards are fast disappearing so here's some of what we offer:

VANTAGE Extra



FLEXI DAY?

We all strive for the children to have 100% attendance, and we value our staff's commitment to the same. As a reward for a year's full attendance, the following year you will get a day off of your choice (agreed by your principal). Long weekend, family birthday, your birthday, the day after your birthday or just a bit of Christmas shopping.

How about a flexi year?

At Vantage we promote opportunity for all. Whether you are a teacher or leader, a clerical assistant or a caretaker, our Extra package allows you to take a year's unpaid leave after your first three years with us, and then again after each 10 year service.

Maybe you want to work abroad, extend a maternity leave, take paternity leave, to try a different career or to relocate with your partner? Give it a go! Maybe you need time to deal with a family issue, whatever your reason we will hold your job open for you with no loss of benefits or promoted posts.

Our Reception Teacher, Gill Harrison from SS Simon & Jude, is currently using her FLEXI Year working in Shanghai!



3 YEAR PASSPORT

For a Teacher completing **three years service** with us we will arrange a relevant in-service experience for you in an international school setting. See above

- 1- Beatrice Connor in Siberia, on a break from delivering training in Sakhalin.
- 2- Emma, Leanne, and Jill at the IPC conference in Kuala Lumpur.
- 3- Visiting our partner school in China was a great experience for our CEO. This resulted in two schools learning Mandarin in 2016 with our Chinese Teacher Nan Zhang

WHAT DO THE STAFF SAY?

In our recent Annual Workforce Survey we had over 100 responses across our schools. Pleasingly, the pattern of answers was the same in all schools, as it was between teaching and support staff. The scores below represent the average across the MAT. We spend a lot of time at work its really important to work with good people. Vantage is great place to work!

Staff have a good relationship with each other	4.57 out of 5
I feel there is someone at work, who seems to genuinely care for me as a person	4.5 out of 5
I have opportunities at work to be listened to	4.46 out of 5
I feel happy at work	4.34 out of 5
There is someone at work who encourages my professional development	4.23 out of 5
I feel like my achievements are acknowledged	4.19 out of 5

