

THE FOUR STONES

OUR OFFER TO STAFF



www.the4stones.co.uk





*One Vision.
One set of Values.
One Team.
One Trust.*

Achieving Together

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The Four Stones

OUR OFFER TO STAFF



The Four Stones Multi Academy Trust (MAT) understands that happy, well-motivated and well trained teachers make the most effective teachers. Teaching is a demanding and pressured job and we are always striving to remove barriers and find ways to make life that little bit easier.

Whether that's making sure that you have time to have a cup of tea during the day or ensuring that you have access to the best professional development – it all counts! The quality of our teachers' experience of working here is a priority for all of us. We want teachers to enjoy their time at school and thrive professionally. The following underpins our beliefs and aims:

"Train people well enough so they can leave, treat them well enough so they don't want to." — Richard Branson

Our MAT is a great place to work – hardworking students, outstanding behaviour, research based teaching, committed staff and excellent facilities.

We believe that a successful school is founded upon communication and team work and so staff contributions are essential in helping us move our schools forward. We recognise the importance of being heard and feeling valued and are relentless in our quest to ensure that our teachers are supported during their time in our MAT.





“Train people well enough so they can leave, treat them well enough so they don't want to.”

— Richard Branson

Here are some of the ways, already established, recently introduced or planned, which makes our MAT an excellent place to work.



Professional development

1. A commitment to your professional development and growth whether you are in your first few years of teaching or have been teaching for 20 years or longer.
2. Regular planned CPD sessions that are led by colleagues, conducted in small groups to aid discussion and designed in house taking into consideration the school priorities and the views of the staff.
3. Access to a vast range of training courses offered by the Teaching School Hub.
4. Part payment of fees towards further qualifications such as masters and doctorate programmes.

5. Opportunities for promotion. We are always looking for different ways and opportunities to promote colleagues within our schools.
6. Opportunities to join working parties such as the 'Four Stones Fellows – Research and Development Hub'.
7. Opportunities to work at other schools within the MAT.
8. Appraisal that is project based, driven by you and focussed on enabling you to become the best teacher or leader you can be.
9. Cross-school working for at least two training days a year to share best practice.
15. No time wasted on routine admin tasks. Departments such as reprographics, finance and data are all on hand to support teachers as well as offer additional help in organising school trips.
16. Admin support for middle leaders.
17. Use of ParentMail and ParentPay to ensure that tutors are not required to collect money or reply slips.
18. Staff break duties scheduled on days where they are either free before or after break.
19. There is no expectation for staff to answer out of hours emails. Guidance has been issued to support staff in dealing with communication via email. The use of personal mobile phones to pick up emails is discouraged.



Helping you through the day

10. Coffee and tea is provided in the staffrooms at break time and available at other times.
11. Food is always provided on training days, parents' evenings and at other evening events as well as at those times of year when you need it most, such as just before a holiday.
12. Part days and early closures to give staff a break before special evening events or an early start to their holidays.
13. Highly visible senior leadership teams on hand to support you before, during and after the school day.
20. Centralised detentions staffed by our pastoral staff.
21. A training day in December dedicated to marking the Year 11 mock exams.
22. Training days that are calendared with a view to alleviate pressure at key times in the year.
23. Year 11 and Year 13 summer lesson time is safeguarded to provide you with extra training time.



There when you need us

24. A designated member of the senior leadership team in charge of staff wellbeing and workload.
25. A half termly staff forum so that staff can highlight issues and concerns and we can move the school forward together. No issue is too small!



Safeguarding your time

14. Removal of pointless, time wasting displays.



26. We offer an employee assistance programme that offers a wide range of support from emotional support and counselling to financial and legal advice and information.
27. Attendance at funerals and graduations is always agreed to.
28. Paid family leave for carol concerts, Christmas plays etc.
29. Flowers to mothers of newborns and very poorly staff.
30. Identification of pinch points during the year and consideration of this when creating the yearly calendar.

Other

31. Access to the Teachers' Pensions Scheme and Local Government Pension Scheme.
32. No performance related pay on the main and upper pay ranges.
33. Free eye tests.
34. Salary sacrifice cycle scheme.
35. Flu jabs are offered annually.
36. Recognition of birthdays.
37. Pre-planned and published calendar so that staff can plan in advance.
38. Planners and diaries provided free of charge.
39. There are no prizes for looking busy or staying late - work in a way that suits you and make sure you make time for yourself and your family.
40. Access to on-site gym and sports facilities.
41. Pay portability when arriving from other schools.
42. Staff long service recognised at our annual awards ceremonies.

The Four Stones

OUR OFFER FOR MIDDLE LEADERS

The Four Stones recognises that middle leaders play a critical role in our schools. Middle leaders are the engine of a school ensuring the school's vision is turned into reality and that policies translate into practice.

They provide a vital bridge between our senior leaders and our teaching staff, acting as both a filter and buffer. We could not imagine a successful school without effective middle leaders. It is our belief that successful middle leaders do not happen by accident nor is there such thing as a natural leader. Middle leaders become successful through continued support, targeted CPD and by working within an organisation that works hard to identify and remove barriers and red tape from leadership and teaching.

We understand that teachers who progress either within our school or move onto promoted positions in other schools are a sign of our success as a school. Here are some of the ways, already established, recently introduced or planned, which makes our MAT an excellent place to be a middle leader.



Professional development

1. Full induction prior to starting as a middle leader.
2. Full in-house training programme for all middle leaders.
3. Handbook for all middle leaders to clearly define the role and expectations.
4. Access to recognised training and leadership courses such as the National Professional Qualifications and other accredited courses with travel expenses covered.
5. Designated middle leader buddy to make sure you always have a sounding board and someone to discuss and share ideas and solutions with.



6. Designated experienced line manager with fortnightly line management meetings.
7. Guidance on ongoing leadership support, such as what research to read, who to follow on Twitter and which professional bodies to join.
8. Opportunities to visit other schools to identify and discuss best practice.
9. Opportunities to attend and/or organise area networking meetings to enable the sharing of best practice.
10. Regular middle leaders' meetings which include reading and discussion of educational research and discussion about the application of research in our school.
11. Opportunities to shadow senior leaders and support with long-term career planning.
12. Opportunities for promotion. We are always looking for different ways and opportunities to promote colleagues within our schools.
13. Opportunities to work with middle leaders at other schools within the MAT.



Time to lead

14. A reduced teaching load.
15. Ongoing review of systems to improve efficiency.
16. Departmental time during the summer term to help you plan and prepare for the following year.
17. Safeguarded Year 11 and Year 13 summer lesson time so that you can focus on core priorities and staff training.



Safeguarding your time

18. No time wasted on routine admin tasks. Departments such as reprographics, finance and data are all on hand to support teachers as well as additional help in organising school trips.
19. Weekly admin support for middle leaders.
20. Access to data analysis programmes that ensure quick and easy analysis of data.
21. Ongoing review of systems to ensure that systems meet the needs of all involved.
22. Discussion with your designated line manager about your 'to do' list and how to prioritise tasks.



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