



# Staff Benefits



**Simon Garrill**  
Chief Executive Officer

Working in schools is a privilege. We know how hard you all work. It's important that this work is recognised and that we support you to work in a culture and an environment that is positive. Over the last few years, we have developed our package of benefits to meet your needs.

We exist to improve outcomes, to transform lives and to enable social mobility. Our mission is to ensure equity in education. We prioritise social mobility by making sure

that our young people leave as successful learners and confident individuals, with a clear sense of the pathways that are available to them.

Our schools empower our communities by placing our students at their centre. We are hugely ambitious for the communities that our schools serve.

Our strategy is an exciting one. However, we will only achieve it with your endeavour, talent and resilience. It's an enormous cliché to say that our people are our biggest asset. Cliché or not, it really is the case. I feel proud to be part of an organisation like this and if you would like to be part of something hugely exciting, and you feel aligned to our values, then we would benefit hugely from your talent.

*Simon*

# Welcome from the CEO



# Our Trust

Orion Education aims to reduce social deprivation, improve outcomes, transform lives and enable social mobility. A group of secondary and primary schools based in London and the Southeast; we have come together around our passion for creating excellent schools.

We offer our schools unrivalled support with culture, teaching and learning, leadership, and professional development. The support we provide with finance, HR, estates, and governance provides the foundations for success.



# Our Schools

Each school is unique in its character. Our schools are supportive of each other and work together with a collaborative approach. As you would expect, each school puts the child at the centre through developing a strong culture, great teaching and learning, a strong curriculum and robust assessment. Our pastoral systems are well developed, and all our schools offer a rich range of experiences for our young people.



# Our People

Our people are the most important part of Orion. Every day they create positive experiences and share their knowledge, enabling young people to gain the education they need. Without our people, we can't succeed in our mission to improve outcomes, transform lives and enable social mobility. We are committed to developing our people through one of our strategic objectives – Empowering Our Workforce

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*It was so varied & fast paced & there was room to learn so much more about various aspects of the school. I loved the team I worked with, it was such a great atmosphere & despite the busy day to day responsibilities, I felt very supported and cared for.*”

Taken from a leavers exit survey



# Empowering Our Workforce

We are a coaching organisation and we believe feedback is a gift and we build it into our culture at all levels.

Our approach is driven by high professional standards and an unwavering belief that success is about continual improvement. We value feedback and build it into our culture.

We succeed through a clear backbone, strong culture, academic rigour and smart systems.



**“** *Something that is really great about the Trust is that it is not just the learning of the students that is prioritised. Learning never ends for us at Orion Education – be it at conferences, Trust twilights, individual school development plans – we all have opportunities to learn, not just the students.* **”**

Abby Blondel, Associate Assistant Headteacher, Coopers School

# Professional Growth

Our professional development programmes are second to none. Our commitment to instructional coaching ensures a consistent approach to teacher development across our schools.

Our Trust conference, online CPD modules and in-school service training supports you to achieve your goals whatever they might be.

Additionally, our programme of 12 Trust Twilights provides our teachers with opportunities for developing pedagogical understanding through deliberate practice.

We train our own teachers from our school-centred initial teacher training programme (SCITT) in partnership with Teach First right through to our Inspire, Excel and Mobilise leadership development programmes.

Our early career teachers benefit from weekly mentoring and coaching, alongside a thorough training programme and additional Trust-wide events.

Our staff also have opportunities for practitioner research and access to an NPQ programme through National Institute of Teaching.

*“It’s really important to be driven, ambitious and resilient because the Trust is always moving forward. There are lots of challenges and lots of opportunities; and you’re always wanting to be a part of it because you are encouraged to.”*

Maria Christodoulou, The Ravensbourne School



# Wellbeing

We want to create schools where our people want to stay for significant periods of their career, whatever your role.

This means our approach is family-friendly and adaptable enough that you can balance life and work.

Working in schools is an endeavour. Success supposes endeavour and while we thrive on the fact that our hard work leads to better standards for young people, we also ensure that our staff come out smiling at the end of each day.





# Our Benefits

- A dedicated and expert coach (everyone can have access to coaching to support them develop and create their own future careers)
- Protected planning time
- High-quality training and development
- Trust conferences, Twilights and CPD
- Access to a suite of NPQs and our Inspire, Excel and Mobilise Leadership Development programmes
- A health cashback scheme with money back on dental, optical and other treatments. Also incorporating retail and gym discount schemes
- Cycle to work scheme
- Tech scheme
- Flexible and family friendly approach
- A comprehensive induction
- Annual subscription to TES
- Employee assistance programme
- Electric vehicle salary sacrifice leasing scheme
- Season ticket loan
- 30 days annual leave for staff who work all year round
- Access to the Blue Light Card and associated discounts



# Our Guarantee to You

Whatever your role, whether you are joining us as a teacher, middle leader, attendance officer or site staff, we guarantee to make your time in our schools rewarding and fulfilling.

We love working in our schools. We accept this is an endeavour, and embrace it as one that is worthwhile.

We offer excellent opportunities for you to thrive, to grow and to develop.

