

Thrive in a Career at GLF Schools

GLF Schools is a dynamic, forward thinking and rapidly expanding Academy Trust with many career opportunities for new and existing staff.

Each school in our Trust has its own individual identity, while benefiting from the expertise that comes from a dedicated and experienced support team. Our schools serve to meet the needs of its own local community yet all are united in their core purpose of providing an outstanding educational experience.

GLF Schools has a generous employment offer which allows our colleagues to Grow, Learn and Flourish.



Thrive in a Career at GLF Schools

Continuous Professional Development: We are committed in supporting the professional growth of our staff. We hold regular CPD workshops on over 100 topics via our Central Core CPD offer for both teaching and support staff. This core CPD offer compliments both school level training and bespoke courses. All staff have access to a comprehensive e-learning portal with various CPD courses including safeguarding and role specific training.

Work life and family friendly policies: GLF Schools supports working parents through a number of policies and initiatives. We offer a generous enhanced maternity leave, shared parental leave and paternity leave. Staff are able to apply for childcare vouchers for registered childcare providers, to offset some of the costs of being a working parent. We recognise staff have commitments outside of school so we have developed a special leave policy which allows staff to apply for paid time off to attend significant events.

Flexible Working: We are committed to drive forward flexible working opportunities across our Trust to ensure we are able to meet the work-life balance requirements of a diverse applicant market. We are open to discussing flexible working at hiring point and are pleased to be part of the CIPD pilot scheme as a 'Flexible Hiring Champion Employer'

Staff Wellbeing: As an employer, we are committed to staff well-being. All staff have access to a 24/7 confidential Employee Assistance Programme with access to specialist telephone counselling. We have well-being ambassadors within each of our schools to promote our well-being initiatives and to signpost staff to relevant support agencies. 'GLF in touch' is our termly e-newsletter that focuses on well-being. GLF are working in partnership with recognised unions to support its well-being strategy and looking at innovative ways to improve staff workload.

Staff benefits: Teachers joining the Trust will become a member of the Teachers' Pension Scheme and for support staff we adopt the Local Government Pension Scheme. Staff have access to a benefits platform offering discounted shopping, gym memberships, childcare vouchers and cash back. We offer all staff an enhanced sick pay scheme and candidates moving from the public sector without a break in service can be reassured that continuous service will be honoured.

Career Pathways and Talent Management: Working in the Trust offers a unique experience. As a member of staff, you can expect GLF to invest in your career progression, provide a bespoke career development plan and offer the potential to be fast tracked into leadership. We are keen to promote from within so if you are looking for a career with real potential for progression, then GLF is the place for you.

Community and Collaboration: With 40 schools currently within our Trust, opportunities to share and collaborate is highly encouraged and facilitated. We have different forums to support the sharing of expertise including MAT subject leader forums, a conference/celebration called the Festival of Education, MAT Mondays (secondary schools working together by subject), SEND forums, NQT forums, Headteacher forums and Business Leader forums. Schools within GLF work as a team and achieve more by sharing than any single school would be able to.

Valued Worker Scheme GLF are proud to be approved by NASUWT and endorsed by other unions for becoming accredited via the Valued Worker Scheme. This shows our commitment to staff welfare and well-being. GLF was also the first MAT in our locality to sign up to a Joint Consultative Committee with our Unions, ensuring we work in partnership with them and seek their input when creating our staff related policies and initiatives.