

Staff Benefits

Why Work with Us?

At the heart of our organisation are our vision and values. We are committed to creating a positive, and inclusive environment where staff feel valued, respected, and empowered to thrive. We demonstrate resilience in the face of challenges, show empathy towards one another, remain steadfast in our commitment to our students and colleagues, and put heart into everything we do.

We recognise that our people are our greatest asset, and we are dedicated to supporting staff wellbeing, professional growth, and work-life balance.

Our Commitment to Staff Wellbeing

We understand the importance of looking after our staff and offer a range of wellbeing initiatives designed to support physical, emotional, and mental health.

Wellbeing and Support

- Dedicated Wellbeing Ambassadors who work collaboratively to promote staff wellbeing and improve work-life balance.
- A programme of termly wellbeing events designed to encourage connection, relaxation, and self-care.
- Access to Staff Care Services, providing confidential support and guidance whenever it is needed.
- Access to a comprehensive Wellbeing App, offering resources and practical tools to support wellbeing.
- Confidential counselling services and Cognitive Behavioural Therapy (CBT) support.
- Specialist support including legal advice and menopause support.
- Protected wellbeing time built into the directed time calendar to enable staff to focus on their own wellbeing.
- Free Flu vaccinations
- Wellbeing themed activities planned into the School Calendar

A Supportive Working Environment

- A friendly, welcoming, and inclusive staff community where colleagues support one another.
- An open-door culture, encouraging communication, collaboration, and access to support when needed.
- Professional supervision and support to ensure staff feel confident and well-supported in their roles.
- A dedicated buddy system for all new staff, helping colleagues settle into the organisation and feel part of the team from day one.
- Complimentary tea, available throughout the working day and free school lunch.
- Networking opportunities for collaboration and sharing ideas with other sites, KSENT and mainstream schools.
- Circle of Adults supervision model to support staff each term.

Professional Development and Career Progression

We are passionate about investing in our staff and supporting career development at every stage.

- A strong commitment to continuous professional development through our extensive in-house training programme and access to National College.
- Opportunities to undertake National Professional Qualifications (NPQs) and other recognised professional development pathways.
- Level 3 and 5 Apprenticeships offered to Teaching Assistants and Level 7 senior leaders courses available.
- Teacher training opportunities for support staff
- Ongoing coaching, mentoring, and leadership development opportunities.
- A culture that promotes learning, growth, and professional excellence.
- Executive external coaching for senior leaders
- Access to coaching for middle leaders
- National level training partners – Jaz Ampaw-Farr, NASEN, Anna Freud

Recognition and Celebration

We believe that success should be recognised and celebrated.

- Staff recognition through our **REACH** Awards, celebrating individuals and teams who embody our values and make a positive difference.
- Regular opportunities to acknowledge achievements, contributions, and milestones.
- A strong focus on our **REACH** values, which underpin everything we do for both staff and students.

Additional Benefits

We are pleased to offer a range of practical benefits that help make everyday life easier and more rewarding.

- Access to the Local Government Pension Scheme (LGPS) for support staff, one of the UK's leading public sector pension schemes.
- Membership of the Teachers' Pension Scheme for teaching staff, providing valuable retirement benefits and financial security for the future.
- Free on-site parking.
- Access to Kent Rewards, providing discounts and offers across a wide range of retailers, leisure activities, and services.
- Eligibility for Blue Light Card discounts.
- Membership opportunities through CSSC (Civil Service Sports Council), giving access to savings, leisure activities, and exclusive offers.
- Cycle to Work Scheme through Kent Rewards

How we support workload reduction at Goldwyn

- Directed time is allocated on a Friday for centre meetings, training, appraisals and wellbeing
- Superb administrative support for teachers
- 50% more PPA than the required allocation for teaching staff
- High teacher to pupil ratio
- TAs supporting lessons and interventions
- Strong pastoral, attendance and behavioural support
- Planning time allocated for departments to enable collaboration and support within directed teacher time and department meetings
- Formative assessment takes place during everyday lessons. Marking requirements will be determined according to subjects, each assessing their students with two substantial assessments each year.
- Our curriculum is our progression model and student attainment is assessed against this. There are two internal reports on attainment each year and in house analysis for this is supported by our Assistant Principal, Quality of Education.

Join Our Team

When you join us, you become part of a caring and ambitious team committed to making a difference. We strive to create an environment where colleagues feel supported, appreciated, and able to achieve their full potential. Together, we live our values every day, supporting one another while delivering the very best outcomes for our students and community.