



Transform lives with The Education Fellowship

The Education Fellowship is an organisation committed to securing excellence in learning in order to secure outstanding outcomes for our students.

To achieve this we know that we need to recruit, develop and retain the very best staff at every level. We're looking for talented and committed people and have a variety of career opportunities on offer. Join us to help us make a real difference in the lives of our students.

Whether you're a member of the academy leadership, teaching, learning or business support teams we know we need inspiring people like you who can take on a challenge and make a difference to our 4000+ students.

Developing Excellence in Teaching - Your Career Pathway

We believe in investing in people through a culture of high support and challenge and so, no matter what your role is within the organisation, you'll be entitled to a range of benefits - including a clear pathway of Professional Development.

Professional Development

We want to reward our staff and develop them throughout their career, that's why we offer a comprehensive and effective programme of professional development. It's at the heart of developing individuals and teams who not only understand excellence but can also deliver it. The Education Fellowship directly provides, and works in partnership to deliver, a range of professional development opportunities. It regularly reviews its extensive training provision and works across the Trust, in local clusters and individual academies to ensure provision addresses priority needs. Find out more here. ([hyperlink 'find out more here' to the CPD pdf](#)).

Visible Learning website

This is the Fellowship's comprehensive online resource produced to support our primary and secondary staff, students and parents. It includes extensive home learning materials plus access to the guidelines and policies to which our academies and Fellowship adhere.

Networking opportunities

The very nature of the Fellowship enables high levels of collaboration and the sharing of 'best practice' and expertise through local, regional and national networking. With a cadre of specialist teachers supporting the whole group, whether you are new to the profession or an experienced teacher there is a pathway to success for everyone!

Benefits

The benefits of working for The Education Fellowship include:

- You are joining a values-led organisation with a shared set of expectations across all academies, where people are at the heart of everything we do
- You become a Fellow of the organisation and, through our educational model of co-ownership, you will uniquely own part of the organisation and, excitingly, be responsible for its success

- As a local, regional and national family of academies you will be part of a group driven by a common vision and ethos. This will provide the opportunity to move seamlessly between the academies
- Excellent career advancement and work experience opportunities throughout our academies
- An extensive and comprehensive programme of professional development including specialist coaching and support through the 'pathways to success' programme tailored to your individual needs
- Our superb People Development Pathway ([hyperlink People Development Pathway to People Development Pathway pdf](#))
- The sharing of excellent resources e.g. ICT, the Learning Resources Centre, the Visible Learning website

Salary

As a teacher working for the Fellowship you'll benefit from a competitive starting salary. We are developing our own pay policy, designed to attract and retain our teachers.

Your pay will be linked to your performance and not your length of service. This means that it is possible for you to increase your salary with us more quickly than ever before. Your starting salary will also be based on skills and experience. In addition our pay structure provides the opportunity for progression to our upper pay range, based on performance.

In addition to a basic salary there are other great benefits available including Teaching and Learning Responsibility payments if you take on more responsibility. There are also opportunities to award Teaching and Learning Responsibility payments for a short-term limited Project.

As an organisation we recognise the School Teachers Review Body for pay so there are excellent opportunities for pay rises.

Pensions

You will automatically join The Teachers' Pension Scheme, the second largest public sector pension scheme in the country.

It is a generous pension whose benefits are:

- You receive a guaranteed pension through the Teachers' Pension Scheme
- You pay into your pension and so does your employer. The employer contribution is 16.4%
- It's a Defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments
- Your pension will be a regular source of income when you retire – but you can also take some of it as a tax-free lump sum
- You'll join the career average arrangement and accrue benefits each year based on 1/57th of your pensionable earnings, including overtime.

Holidays

Your quality of life may be improved! There are up to 13 weeks' holiday each academic year to pursue your interests, travel and spend time with family and friends.

Are you interested in working with The Education Fellowship or finding out more about how you can make a difference in a Fellowship academy each day?

Get in touch now by emailing Alison Tait at the Fellowship ([hyperlink Alison Tait to: alisontait@educationfellowship.net](mailto:alisontait@educationfellowship.net))