



Working for The Blue Kite Academy Trust

Working at The Blue Kite Academy Trust

At the Blue Kite Trust, we believe education transforms lives and all children deserve the best possible chance to fulfil their potential.

We are a growing Trust with big ambitions for our staff and pupils. We always seek to appoint staff who share our vision and values, who have the highest expectations of themselves and others and who are passionate about learning.

Whilst we work collaboratively as one Trust we believe that successful schools develop their own identity individually and are best placed to meet their community needs

As an organisation we can offer responsive and supportive leaders, high ambitions for all our staff providing excellent opportunities for professional development and competitive salaries and conditions of employment. We put the welfare of our workforce at the core of everything we do.

The Blue Kite Academy Trust has a generous employment offer to support all employees.

Don't miss your chance to join the Blue Kite team. [View current vacancies here](#) for a role that suits you. If you can't find a suitable vacancy right now don't worry. As a growing organisation new opportunities will be available in the near future.

We are dedicated to the safeguarding of all children and young people whilst promoting their welfare and expect all staff and volunteers to share this. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure and any satisfactory pre-employment checks.



We understand staff are our most important resource. We are committed to recruiting the very best support staff, teachers and leaders to support and nurture our children, families and communities. Once these inspiring members of staff join us, we invest in their career and development so that we can retain the very best leaders, teachers and support staff in our schools and central teams, or the profession as a whole.

This investment includes:



Continuous Professional Development

We are committed in supporting the professional growth of our staff. Working in the Trust offers a unique experience. As a member of staff we will invest in your career progression. We provide evidence based and targeted CPD. Our in house Inspire Professional Development hosts training events for all, and can provide tailored Training packages to meet the needs of a school, group of practitioners or individual. We are committed to the developing our apprentice offering.



Work life and family friendly policies

Here at BKAT we understand that our employment policies need to be flexible and responsive in order to promote diversity and equality and to attract and retain the highest quality workforce. We offer flexible working opportunities, job share and part time roles and leave to support staff with emergencies or for compassionate reasons.





Staff Wellbeing

As an employer, we are committed to staff well-being. All staff have access to a range of confidential wellbeing support services including counselling, nurse and GP consultations, mindfulness, menopause support and many other.



Pay, Conditions of Service and pensions

We are committed to offering pay, national terms and conditions in line with national agreements. We have established a Joint Consultative Committee with recognised unions so that we can develop our employee relations culture.

All contracted members of staff will be automatically enrolled into a career average pension scheme with either the Teachers Pensions or Local Government Pensions scheme. The Blue Kite add a generous employer contribution which varies dependent on your salary. Staff can opt out of the scheme if they wish.





A Supportive Central Team

We have a small central team that is committed to providing support and assistance to our schools and staff. Whether it is HR, payroll, finance or health and safety, we are available to respond to your queries. We are currently in the process of developing an employee portal where staff have access to their pay and contractual information, all relevant policies and the ability to record absence/leave requests.



Teamwork and Collaboration

We currently have nine schools in our Trust with two more joining this year, and as Leaders we believe in collaboration and working together. We offer School to School support, with specialists sharing their knowledge and best practice and offer opportunities for staff to gain experience working across different settings





Train to Teach – Initial Teacher Training

Blue Kite offer the opportunity for trainees to train to become a primary school teachers at Inspire Professional Development, through our Initial Teacher Training programme in partnership with North Wiltshire SCITT and Bath Spa University. We offer a tailored programme of training and support from outstanding, experienced professionals. Our comprehensive training package will provide trainees with theory, subject knowledge and invaluable classroom practice.

We award places on the School Direct (PGCE and QTS) route into teaching. We recruit trainees in the primary phase from 3-11 years.



ECT Support (Early Career Teacher)

We are proud to soon be launching our Early Career Development Programme for Newly and Recently Qualified Teachers. Our brand new professional development programme is aimed at primary practitioners in their first or second year of teaching. The programme will provide practitioners with ongoing, high quality professional development, to support their teacher pathway. Participants will either be able to sign up for the full training package, or attend individual sessions, targeting areas of personal development.

