



My Rock and My Fortress

**MASADA COLLEGE**

Early Learning Centre

Kindergarten to Year 12

9-15 Link Road St Ives NSW 2075

PO Box 235 St Ives NSW 2075

Phone: +61 2 9449 3744 Fax: +61 2 9144 3722

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[www.masada.nsw.edu.au](http://www.masada.nsw.edu.au)

## **Masada College Employee Value Proposition (EVP) June 2020**

### **How do we provide value to our employees at Masada College?**

At Masada College we are proud to be an organisation that cares for its employees. We have strong values that are practiced throughout the community and provide excellent opportunities for career development and progression.

We have a strong strategic vision and plan which is communicated to all staff, along with working sub committees under the 7 strategic areas. We believe our people are what makes our College so successful and we strive to create a culture that enhances the lives of all employees.

### **Remuneration and Benefits**

Masada College recognises the importance of attracting and retaining the most talented, capable and committed teachers and staff. With this in mind we endeavour to offer salary and employment benefits equal to those of our competitors. Additional benefits to staff include school fee discounts (25%), salary sacrificing, laptops for teaching staff, and co-curricular benefits. We also recognise that our staff are our best advocates and understand the qualities that make a great contribution to our community. Our staff value the impact they make by identifying other high potential people to join our College.

### **Culture**

Masada College is committed to providing the best learning environment possible for all students. Fundamentally, the College allows each student to reach his or her potential and enable him or her to live a life of meaning and purpose.

The mission for Masada College is the aim to inspire students, through Jewish values and a nurturing community; and to engage and instil a genuine love for learning with a quest for excellence. Making sure that every student receives a high-quality education is our highest priority.

We believe that our employees are the key to our success and encourage staff to come up with new ideas to ensure we continually improve. Food is an important part of the Jewish culture and we consistently look for opportunities to enjoy this at staff meetings, professional learning days and in acknowledgement of the work staff do. Staff also receive a 40% discount on usage of our School Canteen.

### **Training and Development**

Masada College prides itself on learning and development. We are committed to providing opportunities for personal development and strive to assist every employee in reaching their full potential. We encourage staff to continually develop their skills, knowledge and expertise.

Professional learning opportunities are delivered in-house as well as accessed through external providers. Masada is a Cultures of Thinking and Leader in Me School and this forms part of mandatory training for all new staff. We are also a part of a partnership with the Jewish National Fund (JNF) to provide opportunities for staff to be a part of an annual educational to Israel.

A number of anonymous donors also provide a Professional Learning Scholarship (in honour of the late Mrs Wendy Barel who was a past College Principal of Masada) to the amount of \$6000 annually for one successful staff member.



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**Life Balance**

At Masada College we understand the importance of family life outside of work. With this in mind we have introduced a range of life balance initiatives to assist employees in meeting the demands they face in their personal lives. Teachers have Time Off Campus (TOC- Junior School) and Rostered Time Off (RTO - Senior School) opportunities to enable flexibility for external appointments from school. Administration staff also have flexible work arrangements at the discretion of the College Principal during school holiday periods to complete work from home.

**Positive Working Environment**

We work hard to create a positive and rewarding working environment for all employees. We offer a discount to Anytime Fitness Gymsnasiums (24 hour gymnasiums) for those staff interested. This enables flexibility to a convenient one to work or home or even when you are travelling across Australia. We also hold various wellbeing classes and staff social events. We believe in celebrating our successes by rewarding and recognising the contribution that our employees make. The College is also looking at annual flu injections to occur at school for the convenience of staff.

**Community Social Responsibility**

Our purpose at Masada College is to be committed to developing students who value integrity, excellence and Jewish principles and who will serve their community and the world with confidence and compassion.

Our staff are role models and are also committed to how we relate to the community and the impact we have on the environment. As a result we have a commitment to community social responsibility and support community programs through fundraising, assisting with food deliveries, and providing for Jewish and non-Jewish organisations and charities, including but not limited to The McGrath Foundation, Our Big Kitchen, Camp Sababa and the Montefiore Home.

**Leadership**

We understand the importance of leading by example and encourage our leaders and managers to establish clear lines of communication, foster teamwork between employees, acknowledge achievements, provide recognition and constructive feedback, act as a coach and mentor and provide development.

Our Leadership Academy that will be introduced in 2021 should provide excellent opportunities and pathways for study, professional learning, coaching and connections with noted universities for the future.

**Martin Tait**  
College Principal