

NEST Careers



A Guide to the Employee Benefits at NEST

At NEST, we appreciate the difference our staff make in helping our pupils to thrive. When you join our team, you'll enjoy a wide range of benefits designed to support your wellbeing and reward your hard work and dedication.

Employee Assistance Program

At NEST, we are committed to supporting your health and wellbeing. We offer a comprehensive Employee Assistance Program (EAP) through HSF. The Team at HSF are available to give you access to expert help whenever you need it.

Whether you're facing a personal challenge, need medical advice, or simply want someone to talk to, the EAP is here for you with:

- 24/7 Counselling Support – Confidential help from professional counsellors, anytime you need it.
- Virtual Doctor Access – Speak to a qualified doctor from the comfort of your home.
- GP Advice Line – Get quick answers and guidance from experienced GPs.
- Prescription Service – Convenient access to prescriptions without the wait.
- Legal Helpline – Expert legal advice to help you navigate life's complexities.
- Face-to-Face Counselling – Up to six sessions with a licensed therapist, tailored to your needs.

Your wellbeing is our priority. Whether it's a small concern or a major life event, you're never alone.

Healthcare Care Cash Plan

Everyday healthcare expenses can add up quickly. That's why we're excited to offer our Employee Cash Plan with HSF—a simple, affordable way to claim back the cost of essential health services, all through convenient salary sacrifice.

Starting from just £31.42 per month, you can enjoy peace of mind knowing you and your family are covered for a wide range of treatments and services, including:

- Optician costs – Eye tests, glasses, and contact lenses
- Dental care – Routine check-ups, treatments, and hygiene visits
- Alternative therapies – Including physiotherapy, acupuncture, and more
- Allergy testing, health screening, hospital stays and recuperation and much more

It's easy to join, and your monthly contribution is taken directly from your salary—making it hassle-free.

Financial Advice

Your NEST offers all our employees financial wellbeing and advice through Schroders. This service is designed to support employees in managing their financial health and achieving their personal financial goals. Schroders will offer free tailored advice and resources to help you navigate a variety of financial matters. Further information on this free service is available on the Schroders [website](#), where you can register for a free no obligation appointment.

Competitive Pension Scheme

If you are a new employee to the Trust or are coming to the end of your career you maybe thinking about your pension. NEST operates two employee pension schemes. Teachers will be automatically enrolled in the Teacher's pension scheme. Details of this scheme, the pension benefits and information on planning for retirement can be found on the Teachers Pension's [website](#).

Non Teaching Staff will be automatically enrolled in the Local Government pension scheme (LGPS) Full details of this scheme, the pension benefits and information on planning for retirement can be found on the LGPS [website](#). The LGPS Scheme is a defined benefits scheme that builds up at a set rate of 1/49, an average 20% employer contribution. Other benefits include;

- The ability to increase your pension by paying extra contributions
- Life Assurance cover 3 x pensionable pay
- Survivor Benefits
- Ill health Cover

Further information on the benefits provided are explained in this short [video](#)

Discounted Gym Memberships

Your health and well being are important to us. That's why NEST Employees can enjoy discounts with local leisure centres including Nuffield Health, Virgin Active and Bromley Mytime.

Discounts on shopping, leisure and travel

Through our Black Hawk Network staff benefits scheme you will be able to access a wide range of discounts on high street and supermarket shopping. In addition to discounts you can sign up for a Beyond card which will earn you cashback at over 90 stores including Primark, Boots, Iceland and Sainsburys

Cycle to Work

Nest employees can save money on the cost of a new bike and accessories through our Cycle to work Scheme. The Scheme includes E bikes and is available at a wide range of stores. If you don't want to purchase a bike there are also rental options

Home & Technology

NEST employees can spread the cost of purchasing home and tech products at Currys or IKEA through our home and tech salary sacrifice scheme.

Learning & Development

We offer a wide range of training and development opportunities including apprenticeships and relevant professional qualifications. We want to help our staff develop their careers at NEST in whatever direction they choose. We currently offer apprenticeships for teaching assistants, school leadership, coaching and Teaching. Further information on the opportunities available and our career pathways can be found in our Careers prospectus.

Season Ticket & Car Parking Loans

To support with the annual cost of commuting, you will be able to apply for an interest free loan up to the value of £3000 to cover the cost of an annual season ticket or car parking permit.

Reduced rates for Nursery, Before & After School Club

To help with the cost of childcare NEST employees can enjoy reduced rates at our in-house before and after school clubs, and at NEST Nursery West Wickham.