

# **Your Benefits**

## **#bethedifference**



# At BWT we want our benefits to...





So, what's in it  
for you?

# Putting health first for you and your family

## Access to private GPs for you and your children

No more waiting on the phone to find out if your GP is available!

Free of charge virtual GP appointments for you and your children ensure your family's health always comes first.

## Option to take out a medical cash plan

A small monthly fee allows you to access private services for medical, dental and alternative therapies.

Available for you and your family.

## Employee Assistance Programme and app

A 24/7 anonymous advice and support line, free of charge.

Provides legal and financial advice as well as emotional support and relationships advice amongst other things.

## Face to face or virtual counselling sessions

Up to 6 counselling sessions available free of charge

# Creating a healthy working environment

## Wellbeing day to be taken at any time

Everyone needs time for some R&R

Take a fully paid day's leave at any time during the school year!

Available for teachers and support staff too.

## Free breakfasts and lunches for all staff

Stay healthy at work with two hot meals per day on us!

All meals are created by our in-house catering teams, with locally sourced providers wherever possible.

## Generous holiday for support staff

25 days rising to 28 days after 5 years.

## Enhanced sick pay for peace of mind

Generous sick pay means recovery time without money worries.

## Other paid leave

Enhanced leave for childcare, personal events, emergencies and compassionate leave.

# Improve your finances with BWT!

## Generous finder's fee

**£3,000** referral fee for a secondary school teacher M3 and above.

**£1,000** for all other referrals, including support staff

## Discounts platforms

Visit our discounts platform for money off your favourite brands including clothes, cinema, supermarkets and great days out with the family!

## Fantastic pension schemes

Join the Teachers Pension Scheme or the Local Government Pension Scheme to benefit from great employer contributions to secure your future earnings

## Long service awards

We value your commitment to our Trust so we'll reward your service – the longer you stay, the greater the award!

# Do your bit **for the environment...**

**Bike to  
work  
scheme**

Treat the kids or get out into the great outdoors yourself!

Bikes and safety gear available through our scheme with up to £1,000 to spend, and you don't have to use the bike for work!

**...and save £££'s with our salary sacrifice schemes where monthly deductions are taken straight from salary before tax**

# Supporting young families to thrive

## 20% off childcare costs

Claim 20% off childcare costs when you place your child in one of our nurseries.  
20% discount also available for wrap around care in our primaries!

## Enhanced pay for new parents

Benefit from our enhanced maternity, paternity and adoption pay to giving you peace of mind when caring for your new arrival!

## Coaching and support for new parents

Join webinars designed for new parents returning to work.  
Access to maternity and paternity coaches.

## Fertility Treatment Leave and Pay

For those undergoing IVF or fertility treatment we are proud to offer 5 paid days to support with the physical and emotional challenges of this.  
2 paid days also available if your partner is undergoing treatment!

# Growing your career and enabling excellence

## Improve your tech skills

We've invested in 60 digital apprenticeships across the Trust.

Our Microsoft Showcase Schools offer the opportunity to work with cutting edge technology and join the global Microsoft network!

## Chartered Teacher Status

With institutional Member Status of the Chartered College of Teaching, we can offer all our teachers the opportunity to gain chartered status

## Centre for Professional Development & Leadership Academy

With courses for support staff and teachers alike, you can join one of our many courses, including Leadership Programmes to prepare you for progression.

And support staff have 5 days dedicated to CPD, just like our teaching staff!

## Teaching School Hub

We're proud to have been selected to run Northamptonshire's Teaching School Hub where we train teachers across the county and on a national level.