



**NEWHAM
COMMUNITY
LEARNING**

Local Schools | Global Vision



Staff Benefits Booklet

Introduction

At Newham Community Learning (NCL), we're proud to create a supportive and friendly working environment that helps our staff thrive. We're united by a shared mission to provide an excellent education for all children and young people in Newham, and we know that we can't deliver the best for our students unless we're there for our staff too.

Our family of schools offers great teaching, strong pastoral care, and lots of opportunities for personal growth at every stage of education. Our staff work closely together to share ideas and improve their practice, helping us deliver a broad, engaging curriculum that meets the needs of every learner. This teamwork is key to creating a workplace where everyone feels supported and valued.

To look after your professional, physical, and mental wellbeing, we've put together a range of benefits and support, which you can read about here or in our policies. As a Trust, we're deeply connected to the local community. We're committed to equality, diversity, and inclusion in everything we do.

Everyone in our team is treated with respect, no matter their age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, ethnicity, nationality, religion or belief, sex, or sexual orientation.

At Newham Community Learning, we're building a positive, inclusive environment where both staff and students can succeed and reach their full potential.



Values and Ethos

Why we exist

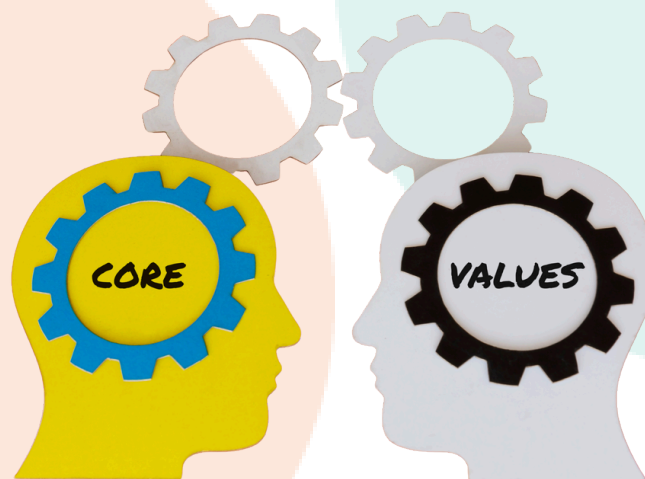
Newham Community Learning is a local group of schools, which exists in order to provide an excellent education for all young people in our community

The education we provide will be:

- Ambitious – for our young people, encouraging and supporting them to excel
- Caring – where all members of the community treat each other with kindness and respect
- Inclusive – meeting the needs and aspirations of all young people
- Broad-ranging – giving access to a broad and rich range of experiences to prepare them for an active role in the next stage of their education or life after school

Our agreed principles

- We support staff at all levels to continue developing and learning, including continuously refreshing their knowledge and skills.
- We manage our resources effectively and transparently for the benefit of our students.
- We listen and respond to the views of our staff, students, families and our local community.
- We are actively committed to diversity, inclusion and equity– no one is left out or left behind.
- We place the highest priority on safeguarding the young people in our care.
- We maintain and value the distinct identity of each school within the Trust.
- We work collaboratively with a wide range of partners, including the local authority, unions and other stakeholders, to achieve the best possible outcomes for our wider community.
- We are a responsible employer, supporting our staff and recognising that the commitment of our staff is fundamental to the success of our schools.



CPD opportunities and Career progression

At NCL, we prioritise staff development to deliver the best education for our children. Collaboration across our family of schools enhances professional growth and improves outcomes for all.

Opportunities for Collaboration

- Annual NCL Learning Day
- Trust Reviews & Networks: Safeguarding, SEND, Literacy, Maths, Behaviour, HR, Finance, Estates, IT, and Cybersecurity.

Coaching & Development








- NPQs & Skill-Sharing: Connect with colleagues via a live, internal staff document.
- Coaching Offer: External specialists and internal support
- Apprenticeships: We have a levy account for apprenticeships, staff can complete courses with no fee and is on behalf of the trust. These courses can range from business administration, teaching and teaching assistant apprenticeship programmes.

Training & Resources

- Cybersecurity Training: Watch videos and complete forms to obtain a certificate
- Early Career Teachers (ECF): Primary (London District East Hub) and Secondary (Newham Partnership Working).



Benefits

-  • **Cycle to Work Scheme:** Purchase bicycles and equipment tax-free through Halfords. We work with Halfords to offer a cycle scheme to enable you to save money when purchasing a bicycle and cycling equipment, with payments deducted from your salary each month.
-  • **Eye Care Vouchers:**
 - Specsavers: Subsidised eye care for employees using screens, including free eye tests and discounted glasses, available through our Specsavers portal vouchers.
 - Other Eye Care Purchases: Employees can claim reimbursement for eye tests and contribute towards basic lenses (excluding contact lenses). Claims are limited to one per 12-month period.
 - Vision Express – Free eye test when you spend £50 or more with a Vision Select voucher. £49 off when you spend £99 or more on prescription glasses. 30% off glasses or contact lenses with a Vision Select voucher. Can be used with the 50% off second pair offer, Eyecare Plan, and NHS vouchers. Excludes reglaze, Nuance Audio, and Ray-Ban Meta products. For more details, visit the [The Vision Express NHS Eye Test](#) public page. To access vouchers, FAQ's, and sign in, use the [Vision Express Corporate Access](#) staff page.
-  • **Gym Memberships:** Enjoy discounted gym memberships with Better gym, offering 20% off website rates with an ID badge or the option to pay via salary sacrifice for an annual membership pass.
-  • **Facilities:** A range of employee sports teams, gym equipment, and exercise classes and other fitness facilities and our fantastic library resources are available across our academies for employees to take part in or organise.
-  • **Safe cycle storage:** There are secure bicycle areas available at all our academy sites.
-  • **Exciting Job Opportunities:** We offer a range of exciting job opportunities across our six schools, including part-time roles, job shares, term-time only or term-time plus positions, and Teaching and Learning Responsibility (TLR) roles. Flexibility may vary depending on the role and the operational needs of each school.
-  • **Holidays:** We know how important it is to be able to take time off from work to relax and recharge. For those who work year-round, we provide a minimum of 24 holiday days, plus bank holidays, with additional days added after five years' service.

Benefits



- **Childcare vouchers:** Employees who are already in the Childcare Voucher Scheme with the Trust can purchase tax-free childcare vouchers that can be used for registered childcare providers, including school breakfast clubs and after-school clubs. We use Kiddivouchers paid via payslip. As of 1 October 2018, the scheme is no longer available for new entrants; however, similar childcare savings can be made through Tax Free Childcare.



- **Activity Opportunities:** There are fantastic opportunities for our employees to join and support our pupils and young people, for example getting involved in the Duke of Edinburgh award, school trips and activities.



- **Flu jabs:** The Trust provides regular health checks and flu jabs in partnership with well Newham



- **Occupational health:** We work with an occupational health provider to ensure that employees are safe and well in the workplace and that we are providing wellbeing support for employees wherever we can. Counselling and other therapies can also be secured through occupational health for employees where needed. Where our employees are unable to work for health reasons and meet specified criteria, we support applications for ill health retirement under the LGPS and TPS.



- **School Advisory Service (SAS):** The Trust has partnered with School Advisory Service to provide a confidential employee assistance programme (EAP) designed to help deal with personal and professional problems that may affect an employee's home or work life, health and general wellbeing. The service offers a complete support network that offers expert advice and compassionate guidance 24/7, providing employees and their family with:

- ◆ Life support, including structured telephone counselling or face-to-face counselling sessions
- ◆ (employees only)
- ◆ Legal information
- ◆ Bereavement support
- ◆ Medical information
- ◆ CBT online

In addition, SAS offers a virtual library of wellbeing information. To find out more information on

- ◆ what services SAS can provide, visit <https://schooladvice.co.uk/> or call [01773 814400](tel:01773814400)



- **Techscheme:** Get the latest tech by spreading the cost over up to 12 payments from your salary across 12 months. This way, you can save 2-12%, depending on your tax rate.

Benefits



- **Q-Park** - Newham Community Learning Trust employees can enjoy a 20% discount on Q-Park Season Tickets for secure parking at facilities in London, Croydon, Chelmsford, and Reading using the code NHCMLT20. To find out more information visit: [Q Park - NCL webpage](#).



- **Automatic pay progression:** subject to meeting professional standards for your role, for main pay range teachers and education support professionals without line management responsibilities.

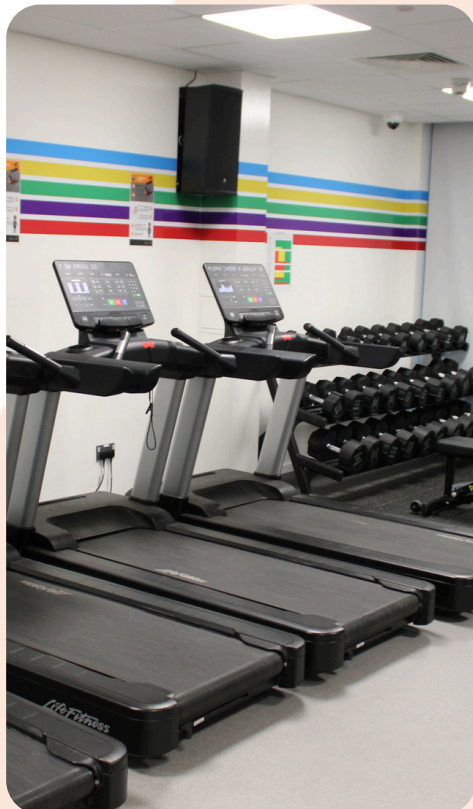


- **Pension and life insurance:** We understand the importance of preparing for your retirement. All of our employees are enrolled in either the teacher's pension scheme (teachers) or the local government pension scheme (education support professionals), with both schemes providing a range of pension options and three-times salary life insurance cover.



- **Continuous service:** If you worked in education before joining the Trust, we will count those years toward your continuous service, allowing you greater allowances around leave, redundancy pay, and other benefits.

Reach out to Skye at skye.beaumont@ncltrust.net for more information or to sign up.



Use of Internal Gyms

Staff Access to Lister & Rokeby Gyms

We are pleased to inform all staff that you have access to the gym facilities at Lister and Rokeby. These gyms are available for use outside of school hours to support your health and well-being.

How to Get Started:

1. Sign the Gym Usage Agreement – All staff must complete and sign the agreement form before using the gym. This confirms that you:
 - Understand the gym rules and regulations.
 - Accept responsibility for your personal safety.
 - Acknowledge gym etiquette and hygiene expectations.
 - Confirm whether you need medical clearance before use.
2. Attend a Gym Induction – Before your first session, you must complete an induction to ensure you are familiar with:
 - Equipment usage and safety procedures.
 - Emergency protocols.
 - General gym etiquette.
3. Follow Gym Rules & Guidelines
 - Wear appropriate gym attire and footwear.
 - Wipe down equipment after use.
 - Respect other users and shared equipment.
 - Report any equipment issues or safety concerns.






For more details, to sign up, or schedule an induction, please contact Skye at:

✉ skye.beaumont@ncltrust.net

Take advantage of this great opportunity to stay active and healthy! We look forward to seeing you at the gym.



Trust Wide Discounts

Service	Discount
General Savings	
Blue Light Card Food, travel, clothing, electronics and more. Tickets for shows, attractions and sport.  BLUE LIGHT CARD™	Costs £4.99 for a discount card for the year.
Uni days Food, travel, clothing, electronics and more. 	Free to sign up with your school email. Wide range of discounts (varied based on store).
Discounts for teachers Various services such as holidays, car insurance, mobile phones, and fashion. Discounts for Teachers connects educators to deals with 1,500+ brands, including cashback via the free Ode card. 	Free to sign up with your school email. Wide range of discounts (varied based on store). Average annual savings of £2,262 per member.
Teacher card Discounts for teachers from national retailers and local businesses. Contact info@teachercard.co.uk to check eligibility with ID card. 	30-day FREE trial, followed by £7.99 for a full year.
Perks for teachers Offers perks and discounts for UK teachers and school staff. 	Free to sign up with your school email. Wide range of discounts (varied based on store).

Trust Wide Discounts

Museums & Galleries

Art pass for teachers

Free entry to 250+ museums, 50% off major exhibitions, discounts at museum shops/café's.



Free to sign up with your school email. 50% off exhibitions, free entry to participating venues.

Physical Health

The Body Coach App - Joe Wicks

Exercise plans and tailored recipes



£30 discount for teachers, making the annual cost £59.99 (£5 per month).

Better Gym Memberships

Gym memberships across Newham



All staff can get 20% off memberships when showing your teacher ID card.

Mental Health

Headspace

Everyday mental health and meditation



Free for Educators.

Gardening

Kings Seeds Flowers and Vegetable seeds



35% off seeds by entering this code at checkout: LCS35

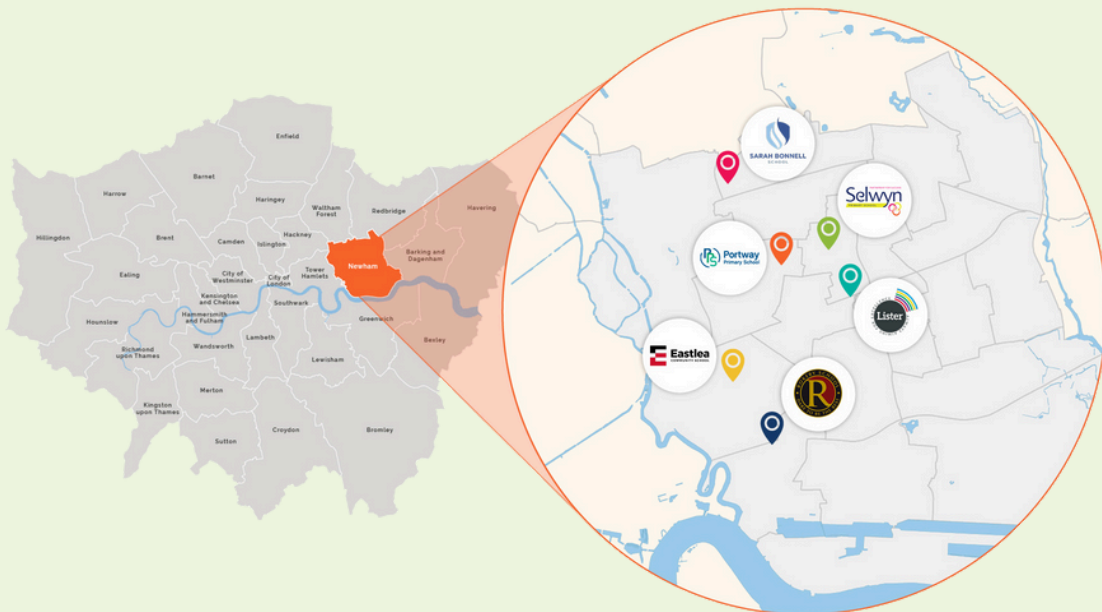
Trust Wide Discounts

Home	
Nordic House Scandinavian style home decor 	15% off the whole order by entering this code at checkout: LISTER15
Life Coaching	
Elite Life Coach 07904124063 E: bkpamperingspas@gmail.com 	Free consultation.
Bakery	
Miah's Bakery Cakes, doughnuts, cheesecakes, savoury 	10% off the whole order by entering this code at checkout: LISTER SCHOOL plus free delivery to school.
Vision Express vouchers for Newham Community Learning 	Free eye test when you spend £50 or more. £49 off when you spend £99 or more on prescription glasses.

Location

Location

NCL is situated in the heart of East London, a vibrant and diverse area with A rich cultural heritage, world-class attractions, and a dynamic community There s always something to discover. The area benefits from excellent transport connections, making it a prime location for both work and leisure. Stratford International and mainline stations provide easy access to London and beyond, while the nearby Docklands Light Railway (DLR) and London Underground lines ensure quick connections. Newham itself is home to an array of landmarks, including the iconic Queen Elizabeth Olympic Park, Westfield Stratford City, and a variety of green spaces, markets, and cultural hubs. Our schools are at the heart of this thriving community.





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NCLTrust.net

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