

# ACER TRUST EMPLOYEE BENEFITS



## THE LOCAL GOVERNMENT PENSION SCHEME (LGPS)

The LGPS is one of the key benefits of your career. A defined benefit scheme that means you know what your pension will be when you retire. It provides protection both while you're in service and once retired.

- A secure pension for life, with annual adjustments in line with the cost of living.
- You'll contribute according to a tiered structure. This means that lower earners pay a lower percentage of their salary. Your pension contributions also benefit from tax relief. It's currently between 5.5% and 12.5% of your pensionable pay.
- If you join the 50/50 section of the Scheme, you would pay half the rate applicable to your pay.
- Generous employer contributions (currently 21%)
- A tax-free lump sum when you retire
- Ill-health retirement if you have to stop work due to a serious illness.
- Redundancy retirement benefits if you're made redundant or retired on business efficiency grounds after age 55.
- Death benefits for your family – including a partner's pension and children's pensions plus a cash lump sum of three times your pay, paid to the person of your choice.
- You can find out more about the LGPS (administered by Oxfordshire Pension Services) [here](#).

## **THE TEACHERS PENSION SCHEME (TPS)**

Your teacher's pension is one of the key benefits of your career. A defined benefit scheme that means you know what your pension will be when you retire. It provides protection both while you're in service and once retired.

- You'll contribute according to a tiered structure. This means that lower earners pay a lower percentage of their salary. Your pension contributions also benefit from tax relief.
- Your employer contributes the equivalent of 28.68% of your pay towards the cost of the benefits provided
- The Teachers' Pension Scheme a secure scheme and is one of only eight schemes backed by the Government.
- Pension in retirement. With your teacher's pension you're guaranteed an annual pension until you die.
- In service death grant - If you die in service while in the scheme, your surviving spouse, qualifying partner or nominated beneficiary will receive a death grant from the Scheme.
- Family benefits - The Scheme also offers the security of a long-term pension that's in place to protect your family if something should happen to you before or after you retire.
- Flexible retirement - You benefit from the option of being able to retire from age 55\* as well as the ability to convert some of your pension into a tax-free lump sum.
- Ill-health protection
- You can find out more about the scheme [here](#).

## **HOLIDAY ENTITLEMENT (SUPPORT STAFF)**

- Staff enjoy a competitive holiday allowance. For staff who work all year round, this is from 25 to 32 days of annual leave (pro-rata for part-time employees), in addition to public holidays (normally 8 days a year).
- Many roles are term time only. The leave entitlement for term time staff is pro-rated in line with the details below.
- Leave entitlement increases with length of service, rewarding long-term commitment.
- This comprehensive leave policy ensures a healthy work-life balance, allowing employees to recharge, spend time with family, and pursue personal interests while contributing to meaningful public service.

## **SALARY SACRIFICE BIKE SCHEME**

You can:

- Save up to 42% on a new bike and spread the cost in interest-free payments.
- Pay nothing upfront.
- Shop in store, online at over 2,600 retailers across the UK.
- Includes bikes and e-bikes.

## **SUPPORT LEARNING & DEVELOPMENT**

- Each school has a Professional Development budget and process. The schools also engage in supporting Initial Teacher Training (ITT) and Early Careers Teachers (ECTs).
- The Trust has an induction process in place for all staff as well as a Performance Development Review process to support learning.
- The Trust actively seeks opportunities to support learning through the Apprenticeship Levy. We currently have apprentices as Teaching Assistants, Leadership Roles, HR, ICT, Librarians, Estates and Accountancy.

## **SICKNESS BENEFITS & FLU JABS**

- The Schools and Trust follow the Green Book (Support Staff) and Burgundy Book (Teachers), under which for staff who have been with the Trust for a few years normally are entitled to 6 months of full pay and 6 months of half pay.
- We organise an annual flu jab.
- All of the schools organise events to support staff wellbeing in other ways.

## **COUNSELLING & OH SERVICES AVAILABLE**

- If you are unwell, we can support your return to work through an Occupational Health provider.
- We also have access to Counselling and other support services to help you at difficult times.

## **FLEXIBLE WORKING**

- The Trust supports flexible working, and welcomes applications for flexible working arrangements from day one of employment.
- This can include term time only roles, job share and full or part-time hours. Working from home may also be considered.

## **FREE CAR PARKING AND PUBLIC TRANSPORT LINKS**

- The schools all have suitable parking arrangements either on site or nearby.
- They also all have access to nearby public transport arrangements.

## **TAX FREE CHILDCARE**

- As an employee you can access the governments tax free childcare scheme that helps reduce the cost of childcare Tax-Free Childcare - GOV.UK