



Pension Schemes:
TPS and LGPS

Salary Sacrifice
Schemes

Corporate Health
Cash Plan

Employee Assistance
Programme (EAP)

Employee Referral
Scheme

Eye Care

Additional Sector
Discount Schemes

At Anthem, our people are at the heart of everything we do. Every role matters. Every contribution counts. That is why Anthem Perks brings together a range of benefits designed to support your wellbeing, your finances, your future, and your everyday life.

From health support and employee assistance to salary sacrifice schemes, pensions and referral opportunities, Anthem Perks is here to help you get more from working at Anthem.



anthem 
Perks

Because when our
people feel
supported

everyone
can thrive

Pension Schemes

Eligible employees are enrolled into a government-backed pension scheme relevant to their role:

- Teachers' Pension Scheme (TPS) for teaching staff
- Local Government Pension Scheme (LGPS) for support staff



Helping you plan for the future with confidence

Defined benefit pension schemes

Career average pension build-up

Contributions from both you and Anthem

Additional protection, including life cover and ill-health support*

*subject to scheme rules

Salary Sacrifice Schemes

Access a range of salary sacrifice schemes that help you spread the cost of larger purchases while reducing tax and National Insurance.

Payments are taken from your salary before tax, helping you spread the cost while making your money go further.

Cycle Scheme *Get a bike for less*

- Choose a bike and accessories from participating retailers
- Includes items such as helmets, lights and locks
- Supports lower-cost commuting and everyday travel

Tech and Home Scheme *Upgrade your home or tech*

- Choose from a wide range of technology and home items
- Includes appliances, electronics and household essentials
- Current providers: Ikea, Currys and John Lewis



Save on
everyday costs

Corporate Health Cash Plan

Join Anthem's health cash plan through Health Shield and claim back on a range of routine healthcare costs, with added wellbeing support included.

Optional benefit. Scheme rules and cover levels apply.



Dependent children can be included, subject to scheme terms

Enjoy additional shopping discounts

Claim back on dental, optical and physiotherapy costs

Access a 24/7 virtual GP service

Manage claims quickly through the app or online

Practical health cover for everyday costs

Employee Assistance Programme (EAP)

Anthem employees and their immediate family members can access a free and confidential support service, with 24/7 help by phone and additional wellbeing tools through the Wisdom app.



24/7 confidential helpline

Available to employees and immediate family members

Support for personal and work-related challenges

Access to counsellors, advice and wellbeing resources

Additional support and tools through the Wisdom app

Support you can turn to at any time

Employee Referral Scheme

Current employees can recommend candidates for eligible vacancies across Anthem and receive a referral bonus if their recommendation leads to a successful appointment.

Bonus available for successful referrals

Open to eligible vacancies across Anthem schools and the National Team

Paid in stages, subject to scheme rules

A great way to help grow Team Anthem!



eligibility and payment conditions apply

**Know someone great?
Refer them to Anthem!**

Support for eye tests and screen-related eyewear

Eye Care

Anthem provides support for employees who use display screen equipment as a regular part of their role, including reimbursement for eye tests and a contribution towards prescription eyewear where required for screen use.

- Support available for eligible eye tests
- Contribution towards prescription glasses where required for screen use
- Available for approved display screen equipment users
- Claimed in line with Anthem's Expenses Policy
- Helps support comfort, wellbeing and safe screen use at work



eligibility, approval requirements and claim limits apply

Extra savings linked
to our sector



Additional Discount Schemes

As part of working in the education sector, Anthem employees may be able to access a range of external discount schemes and offers, helping you save on everyday spending, leisure and lifestyle costs.

Access to sector-linked
external discounts and offers

Savings across retail, travel,
entertainment and more

Includes Blue Light Card

available schemes, eligibility and provider terms apply