













aE Staff Benefits Brochure






Authentic Education Trust wants to provide a great employee experience for staff who therefore provide an outstanding teaching and learning experience for our pupils.

This employee benefit summary has been put together so you can understand the benefits and schemes that are open to you as a valued member of Authentic Education.

Benefit	What does this benefit provide?
Trust Pension	
<p>LGPS – Support Staff Pension</p> 	<p>The LGPS is one of the largest pension schemes in the UK.</p> <p>It is a defined benefit pension scheme which means your pension is based on your salary and how long you pay into the Scheme.</p> <p>Your pension is not affected by how well investments perform. The LGPS provides you with a secure and guaranteed income every year when you stop working.</p> <p>The LGPS provides valuable life cover and financial protection for your family. Your dependents will be paid a pension. A lump sum death grant may also be payable.</p> <p>For further information, please see the Dorset Pension Fund website: http://www.dorsetpensionfund.org/ or contact at pensionshelpline@dorsetcouncil.gov.uk or 01305 224845.</p>
<p>Teachers' Pension</p> 	<p>Your pension is one of the most important benefits available to new teachers.</p> <p>You receive a guaranteed pension through the Teachers' Pension Scheme. It is a Defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments.</p> <p>Your pension will be a regular source of income when you retire – but you can also take some of it as a tax-free lump sum.</p> <p>The Teachers' Pension provides a death grant to your family, or other nominated representative, should you die in service and your dependents will be paid a pension.</p> <p>For further information please see the Teachers' Pensions website https://www.teacherspensions.co.uk/</p> <p>Register for My Pension Online to be able to send a secure message or call 0345 6066166.</p>

Your development	
National College 	<p>We have invested in The National College to offer high quality and professional development in education.</p> <p>You will find everything you need to strengthen, manage and evidence your professional development in one place, on one platform.</p> <p>Find out more: https://nationalcollege.com/</p>
Apprenticeships 	<p>We want to grow talent and develop a motivated, skilled and qualified workforce.</p> <p>We are committed to further develop through additional training and professional qualifications/development utilising the apprenticeship levy.</p> <p>For further information, please contact the People Team or your HR Academy Lead.</p>
Your wellbeing	
Wellbeing and workload 	<p>We are committed to your wellbeing and workload and have a firm commitment to the current DfE staff wellbeing charter.</p> <p>Our Staff Wellbeing and Workload Charter which is focused on building personal and professional resilience underpinned by inclusivity, openness and honesty.</p> <p>We have nominated wellbeing champions across all sites.</p>
Employee Assistance Program (EAP) 	<p>We have invested in an Employee Assistance Programme (EAP) for our staff with the intention of helping you with both personal and work-related problems.</p> <p>Through our EAP with Care First, you will have access to tools and information to be in control of your wellbeing. Support available includes counselling as well as legal information, relationship management, line management support and much more.</p> <p>24/7 Confidential Helpline: 0800 174319</p> <p>For further information, please contact your Wellbeing Champion.</p>

<p>Eye Tests</p> 	<p>Under the Specsavers Eyewear scheme, DSE users will be entitled to the following:</p> <ul style="list-style-type: none"> • The full cost of an eyesight test • If glasses needed for VDU usage Specsavers will pay £49 towards glasses (this can cover the cost of a pair from the £49 range or a contribution to more expensive glasses) If an employee elects to purchase a pair of glasses over £99 they will receive a further £20 off • If glasses are not needed for VDU usage but for driving, Specsavers will offer a contribution of £20 towards glasses in the over £99 range. <p>Please speak to your HR Academy Lead for a staff request for DSE eyesight examination form.</p>
<p>Family friendly</p>	
<p>Family friendly policies</p> 	<p>Authentic Education recognises its responsibilities to ensure that support is available to employees as they combine career and family responsibilities.</p> <p>We have family friendly policies covering Maternity, Paternity, Adoption and Shared Parental Leave to support our employees in balancing work and family responsibilities through these key life stages.</p> <p>Please speak to your HR Academy Lead for further information.</p>
<p>Flexible working</p> 	<p>Authentic Education believes that flexible working can increase staff motivation, promote work-life balance, reduce employee stress and improve performance and productivity.</p> <p>We give employees the opportunity to request a change to their working pattern and are willing to talk flexible working with potential job applicants.</p> <p>Please speak to your HR Academy Lead for further information.</p>
<p>Annual leave</p> 	<p>We offer a minimum of 24 days annual leave, plus bank holidays. This rises to 29 days after five years with Authentic Education.</p> <p>Please note: Annual leave applies to employees working all year round, if you are term time only this is built into your pay.</p> <p>Please speak to your HR Academy Lead for further information.</p>

Financial Benefits	
Discounts, cashback and vouchers 	<p>In Partnership with Discounts for Teachers, both Teaching & Support Staff can access discounts, cashback and vouchers for over 1,500 big brands. Members save on average £2,262 per year!</p> <p>Free to join and free to use Sign up for free today!</p>
Free Will Writing service 	<p>We have partnered with Dunham McCarthy Solicitors to offer all staff and their partners a free will writing service.</p> <p>If you would like to take advantage of this offer, book an appointment via the following link: https://dm-legal.co.uk/ambitions-academies-trust-aat/</p>
Discounted gym membership 	<p>We are delighted to be able to offer a discounted corporate membership with BH Live Active to all employees, even if you are already a BH Live Active member.</p> <p>Enjoy an all-inclusive, multi-site membership including gym, swim and classes (live, streamed and on-demand). You can also access spa facilities so you can unwind whenever you want.</p> <p>For further information, and to join, contact Kelly Porter on 01202 055846 or Kelly.porter@bhlive.org.uk.</p>
Discounted gym membership 	<p>2 Riversmeet leisure complex offer employees of Authentic Education a Corporate rate for a Gym, Swim and Class membership with no joining fee.</p> <p>Signing up is easy, just present proof of employment to a member of the reception team and they will guide you through the process.</p> <p>Further information can be found on their website: 2 Riversmeet Leisure Complex</p>
Discounted gym membership 	<p>3d Health & Fitness, located at Wey Valley Academy, offers a corporate discount to all aE employees for their Gym Only or Gym & Classes memberships.</p> <p>Further information, and to enrol, please visit their website www.3dhealthandfitness.co.uk</p> <p>Please remember to bring your aE ID Badge to your first visit to confirm your eligibility for the corporate discount.</p>



Discounted gym membership



Weymouth Swimming Pool & Fitness Centre, which is managed by Everyone Active, has agreed to provide aE Employees with their discounted Concession rate.

To join and take advantage of this discount, please visit [Join A Membership - Everyone Active](#) and select the Concession rate.

Employees will need to present their ID badge or payslip as proof of employment.

Our working location

Authentic Education is based across the South West Coast we are proud to have so much natural beauty on our doorstep. Never far from a sandy beach or to places to explore, there is always something to do.



There are some excellent transport links in the area with an international airport and ferry port and easy road links to motorways.

There are rail links to Winchester and London, for example, is a two-hour journey from Bournemouth. From Poole there are ferry services linking you to the Channel Islands and France.

We have academies in Bournemouth, Poole and Weymouth.

Should you have any queries regarding any of the benefits on offer, please speak to your HR Academy Lead or a member of the People Team at peopleteam@weareauthentic.education.

Disclaimer – Whilst every effort is made to maintain the accuracy of this brochure, it is only intended as a guide to the benefits available. In the event that there is an inconsistency between the brochure and the provider terms and conditions, the provider's terms and conditions will prevail. This guide is not contractual.

Once accepted into a benefit and/or product scheme, you will be subject to the rules of the scheme and the provider's terms, conditions and requirements for provision of each benefit.