



THE  
**ARBIB**  
**EDUCATION**  
**TRUST**

**"One community. Many ideas. Everyone's future"**



**CURIOSITY | EXPLORATION | DISCOVERY**

# **Benefits & Perks**



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## Our Benefits

We pride ourselves in providing one of the most extensive and generous benefits package across the school sector. As colleagues, we share a passion to provide an exceptional education for every child in our Trust. Exceptional work deserves brilliant rewards. From flexible working options, time off for important events and a wide range of financial and health benefits, we've got it covered. In fact, we offer everything you need to make it easy to take good care of yourself and your loved ones. This is underpinned by our Trust vision of creating a community in which everyone can thrive and create their own best future.



We are lucky to have Benenden Health. I was able to get booked in for an operation so quickly using our private healthcare.



“I used my Trustee day to go away on a long weekend to celebrate a key milestone birthday. It made such a difference to me, I really appreciated the extra day.”



## Time for You

### Holiday

Taking time to relax or travel is important and we offer 38 days of paid holiday a year (including bank holidays) or statutory paid leave for teaching staff. The majority of our staff also work during term times only, allowing for extended breaks throughout the year.

### Paid Leave

Time off with full pay for special events such as religious holidays, children's events or a family wedding, as well as for unforeseen personal emergencies. In the event you become unwell, we have you covered with enhanced sick pay.

### Trustee Day

In addition to the above, we offer an extra paid day you can take off during term time to do something important to you. For example, staff have used this day to celebrate their birthdays at Wimbledon, Glastonbury and Alton Towers.



## Looking After You - Mental Wellbeing

Your health and wellbeing is of utmost importance to us. To help with this, we offer a wide range of support.

### Wellbeing Groups

Each academy has a budget focused exclusively on staff wellbeing to spend on activities that have the greatest impact. Examples include our heartfelt "Hug in a Mug" initiative, surprise gifts to celebrate the exceptional contributions of our staff, and a variety of engaging social events.



### Employee Assistance Programme

Free, independent help from our wellbeing partner Vivup on any work or personal issues impacting you. This includes 24/7 telephone advice, podcasts, CBT workbooks and many other online resources.

### Free Counselling Support

Our in-school Place2Be counsellors offer a safe place to go to talk about personal matters confidentially as they arise. For more in-depth or ongoing support, staff can access up to six free counselling sessions per year through our wellbeing partner, Vivup.



## Feel Good, Live Well

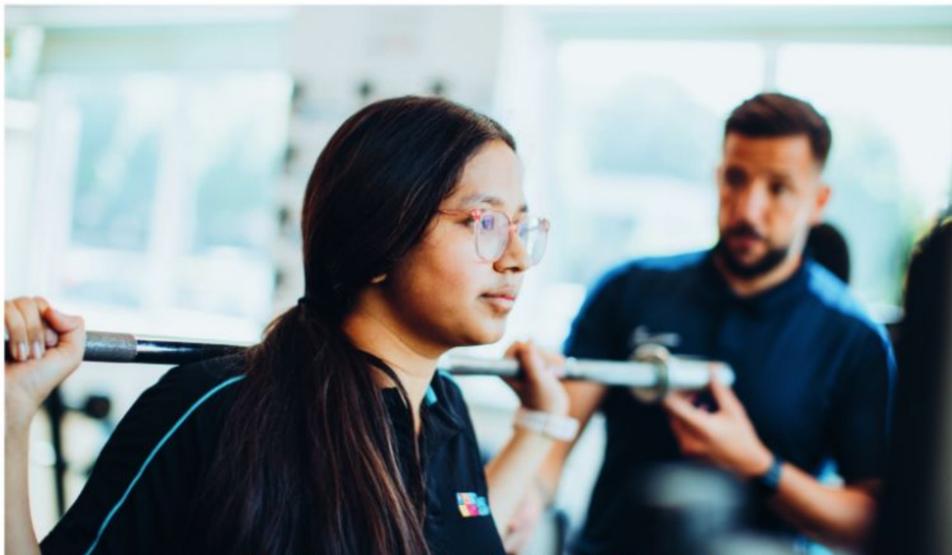
There are a wide range of options available at the Trust to help you keep fit and to help you take care of your own physical wellbeing.

### Discounted Sports Hall Hire

20% discount for all Trust staff for the private hire of our Langley Academy sports hall.

### Free On-site Gym

Free use of a wide range of gym equipment - treadmills, exercise bikes, cross-trainers and weights.



### Private Healthcare

A 10% Trust contribution towards your voluntary membership of Benenden Health for speedy healthcare with access to medical diagnostics and medical treatment.

### Free Annual Flu Vaccinations

Before the winter turns cold, we offer all staff the opportunity to have a free flu vaccination on-site and during work hours.

## Your Supportive Community

### Collaborative and Welcoming Colleagues

Our new starters and existing colleagues frequently highlight how much they value the warm and supportive community across the Trust. We look forward to welcoming you to our Trust community.



### Equity, Diversity & Inclusion

We pride ourselves on being one of the most diverse school communities in the country. Our Equity, Diversity, Inclusion and Belonging Committee and working groups give staff the opportunity to give feedback and support our vision to create and sustain an inclusive culture, where different perspectives are valued and everybody feels like they belong and are listened to.



### Supportive Leadership

Our academy leadership teams are highlighted as a strength of our schools by Ofsted. They are a supportive team who make it their mission to learn and listen to our community.



The staff are so friendly and warm, it instantly made me feel welcome.

The Trust directorate are approachable and around regularly.



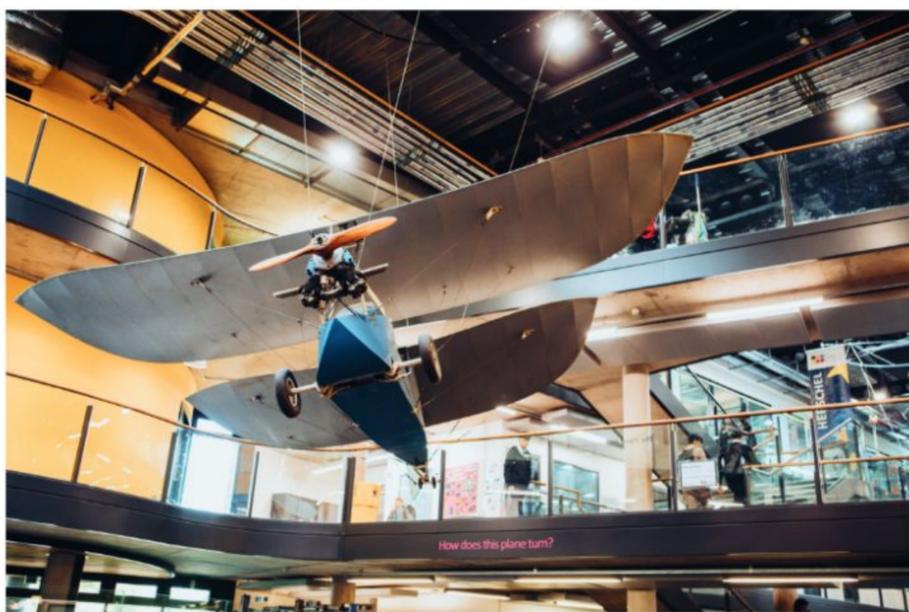
# A Few Memories of Staff Wellbeing Days at our Trust



## Your Working Space

### Modern Environment & Excellent Facilities

All our schools provide a light, modern working environment with excellent facilities, where you might also discover a life-size plane hanging from the ceiling or an Iron Age roundhouse.



### Open Plan and Quiet Spaces

Our spacious, open-plan layouts encourage collaboration and creativity. With dedicated breakout areas and outdoor spaces perfect for enjoying the warmer months, we provide an environment designed to inspire both learning and relaxation.

### Smarter Working

The Trust invests in the latest technology, providing access to cutting-edge apps and programs designed to support and enhance your role.



### Free Car Parking



Ample car parking space available on-site for all our staff to help take the stress out of your morning.

## Your Professional Development & Career

### Generous Support with Professional Development

We are able to support the costs of further training and qualifications (including higher cost courses such as Masters, PhD), alongside a wide range of internal and external learning opportunities, through generous additional funding from our sponsors.



### Opportunities Across the Trust

As a small Trust of three schools, all located within a mile of each other, we are able to offer opportunities to work in collaboration with primary and secondary practitioners.



**My SLT support my career path and make me feel valued.**

**TLA**

**When I started there was a really clear induction programme.**

**TLAP**



### Career Progression

We run our own on-site Initial Teacher Training programme with our training partner, the Ambition Institute.

Opportunities for internal promotion or additional responsibilities are regularly made available to all staff within each school and across the Trust.



## Museum Learning - Helping You Bring Ideas to Life

Our unique Museum Learning Team supports teachers to inspire young minds. On-site museum staff help teachers use objects, exhibitions and digital resources. You can get their help to plan local, national, and international visits. The team help teachers use our collection of well over 1000 items. eHive, our on-line museum catalogue, is a new research tool to ease teachers' workload. You can also access our wider museum partnerships to create memorable lessons. Museum Learning helps you challenge and inspire children and students across the curriculum.

We want all children to visit our London museums, especially those who can't do this out of school. To make this happen we run free family coaches to these incredible cultural spaces and offer spaces to our staff and their own families to join in the adventure.

Beyond education, the Museum Learning Team collaborates on local projects addressing critical issues. These include youth violence, wellbeing, and fostering intergenerational connections. The team's work shapes lives and strengthens communities in Langley and beyond.



Experiencing this trust's commitment to bringing learning to life, and ensuring all pupils have an equal voice, left me feeling inspired. Which must be how the pupils feel too.



Ben Robinson, Senior Researcher,  
Centre for Social Justice.



## Smart Savings & Perks



### Complimentary Hot Drinks

You will have free access to tea, coffee and milk, all of which are provided in our dedicated staff areas. Free fruit or biscuits are made available.



### Cycle-to-Work Scheme

Save up to 42% on a new bike and accessories with brands such as Evans Cycles, Cycle Solutions, Decathlon and Cycle to Work Alliance.

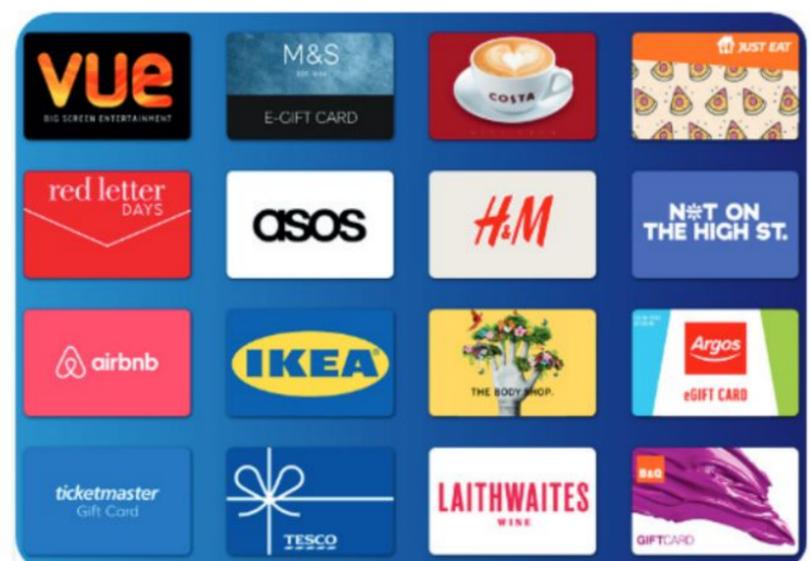
### Affordable latest technology

Get access to laptops and other devices for your home or personal use at discounted rates and with flexible repayment options in combination with comprehensive support and cover for theft and damage.

## 1000+ discounts on everyday essentials

### Discounts

Get money off shopping, restaurants, days out, holidays, cinema tickets and much more through our benefits partner, Vivup. We have also teamed up with local businesses to offer further discounts to our staff.



## Your Work-Life Balance

### Flexible Working

We encourage and enable flexible working, supported by our own Trust Extra Flex Scheme. This offers you flexibility on when and where you can work, as well as almost all of our roles being open to part-time and job share options.

### Subsidised Social Events

You will have access to a range of fitness and social events throughout the year, providing the chance to socialise with colleagues across your school and Trust.

### Teacher Cover

Cover Supervisors or Senior Leadership are on hand to help cover lessons, reducing the amount of cover required by our teachers.

### Early Finish (The Langley Academy only)

A short Friday so you can start your weekend early.

### Trust Staff Parties

Our most recent event was a Bollywood Bonanza featuring free street food, drinks, dance performances, and a DJ, with previous years also showcasing live bands alongside complimentary food and drinks.



## Your Family

The Trust has a range of support to cover different scenarios when you are starting or expanding your family. From pregnancy, miscarriage, fertility treatment, maternity, paternity and adoption our comprehensive parental leave policy is there to support you and your family through these important milestones.

### Nursery

Our two primary schools offer on-site nurseries, including The Langley Heritage Nursery, which accepts children from 9 months. Both nurseries provide places for children aged three and over, with a 20% discount available at The Langley Heritage Primary.

### School Places

We are able to offer a school place for your child with two years' service with the school (subject to availability).



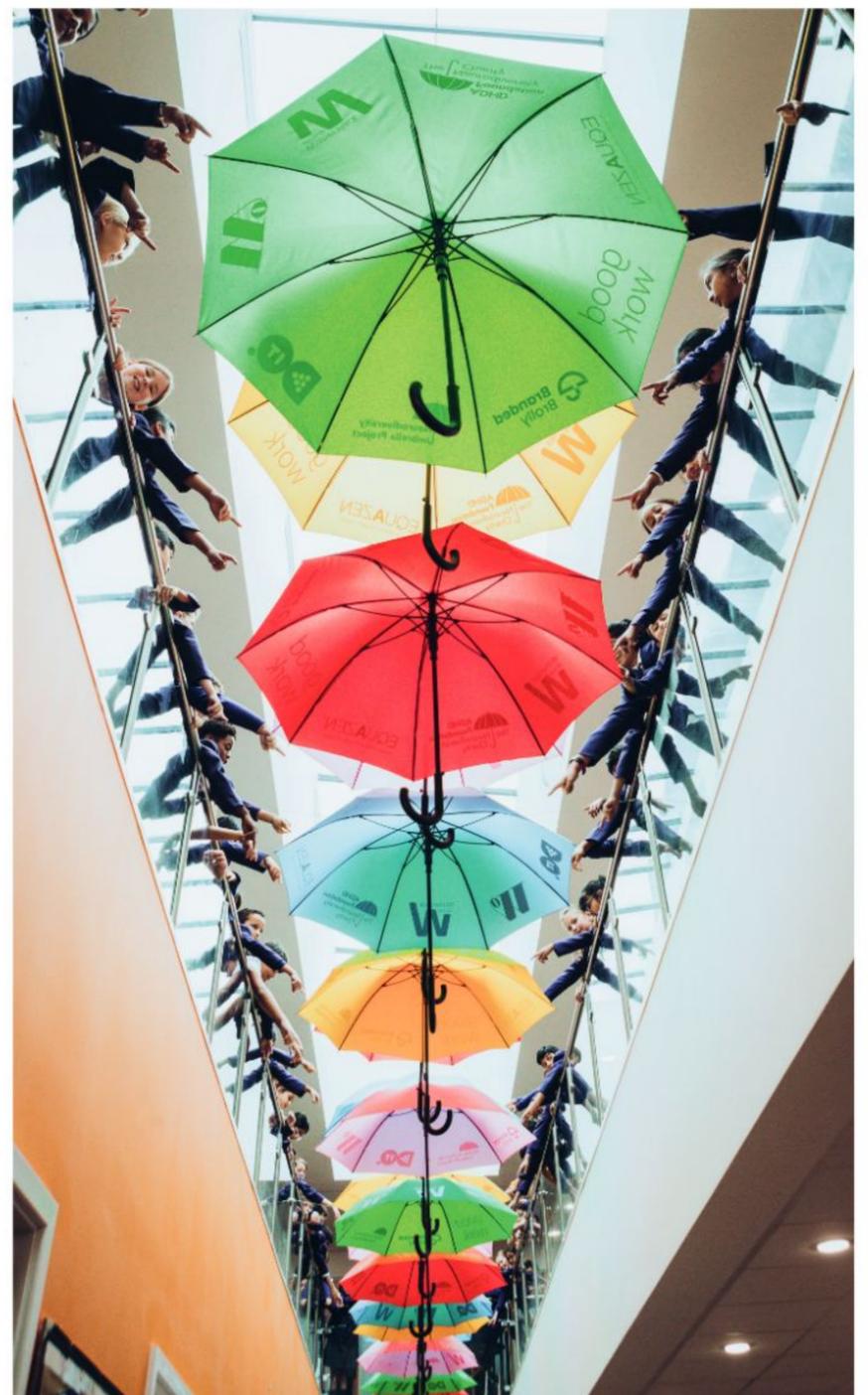
## Future Planning

### World Class Pension

We offer a very generous defined benefit pension with the Local Government Pension Scheme or Teachers' Pension Scheme, with a typical employer contribution of over 22% of your salary.

### Death in Service Payments

In the event of your death, your family will be looked after with a death grant of three times your annual salary, as well as an on-going pension (subject to conditions & membership of our pension scheme).





**We look forward to  
welcoming you to our  
community and  
embarking on this  
journey of learning and  
discovery together.**

THE  
LANGLEY  
ACADEMY  
PRIMARY

THE  
LANGLEY  
ACADEMY

THE  
LANGLEY  
HERITAGE  
PRIMARY