

EMPLOYEE BENEFITS



WELCOME TO OUR BENEFITS

At Discovery, we believe that our employees are our greatest asset, and we are committed to supporting their well-being and professional growth

As part of our People Strategy we make a commitment to you to invest in your personal and professional development.

This brochure aims to provide an outline of the benefits available to support you in your career with the Discovery Schools Trust. We hope that you will take advantage of the opportunities that are available.

We are an ambitious Trust and will continue to grow and develop the benefits available, ensuring that we deliver the very best to every colleague within Discovery.



Professional Development

Teacher Development Time

By harnessing the power of technology, we are able to provide each school, within the trust, with recorded lessons for each year group from year one to year six. With teachers released from lessons, they are able to spend time developing their own skills and knowledge. This time is in addition to PPA time.

Apprenticeships

We offer a variety of quality Apprenticeship Programmes to new starters and our existing colleagues, offering the chance to gain on and off the job skills as well as a recognised qualification.

Additional Inset Day

A unique opportunity to come together with colleagues from across the Trust for a one day conference focusing on professional development.

Continuous Professional Learning

We understand the power of collaboration, quality training and the sharing of knowledge and best practice amongst our profession. We offer a range of quality professional learning opportunities.

“Teaching and learning is complicated. Teachers are required to alter their practice on a daily basis and use a range of strategies, resources and skills, some of which we may not know about, understand or even believe in! Teachers are brain developers! It’s a difficult job and one in which the teacher never stops learning, which is why we place importance on providing Teacher Development Time.”

**David Briggs, Director of Primary Education,
Discovery Trust.**



Mental Health First Aiders (MHFAiders)

Our schools and central team have trained MHFAiders on hand to provide support and signposting to those in need. Across the Trust we also have monthly wellbeing initiatives promoting mental and physical wellness.

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Mental health training is crucial in an education setting because it equips individuals with the skills to spot the early indicator signs of possible mental illness in colleagues, to listen without judgement and to signpost to supportive internal and external resources. For a colleague in crisis, these skills can prove to be lifesaving.

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FREE CHILDCARE

At Discovery, we understand the importance of balancing work and family life. That's why we are proud to offer free childcare services to all our employees. Our comprehensive program, provided by our dedicated Extended Services Team, includes engaging holiday camps, as well as convenient before and after school care.

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My child had an amazing time at the holiday camp! There were a wide range of interesting and engaging activities, ensuring there was always something fun to do. The staff were incredibly caring and attentive, always prioritising the children's safety and well-being. The variety of tasks kept the kids entertained and encouraged them to try new things.

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Annual Leave

School support and central team colleagues receive a generous annual leave entitlement (in addition to bank holidays) which increases with continued length of service.

Free Eye Test Vouchers

Colleagues can request a voucher for a free eye test at participating opticians. Those required to use a computer / device as part of their role can also claim £50 towards the cost of glasses for display screen equipment use.



Employee Assistance Programme (EAP) WISDOM App

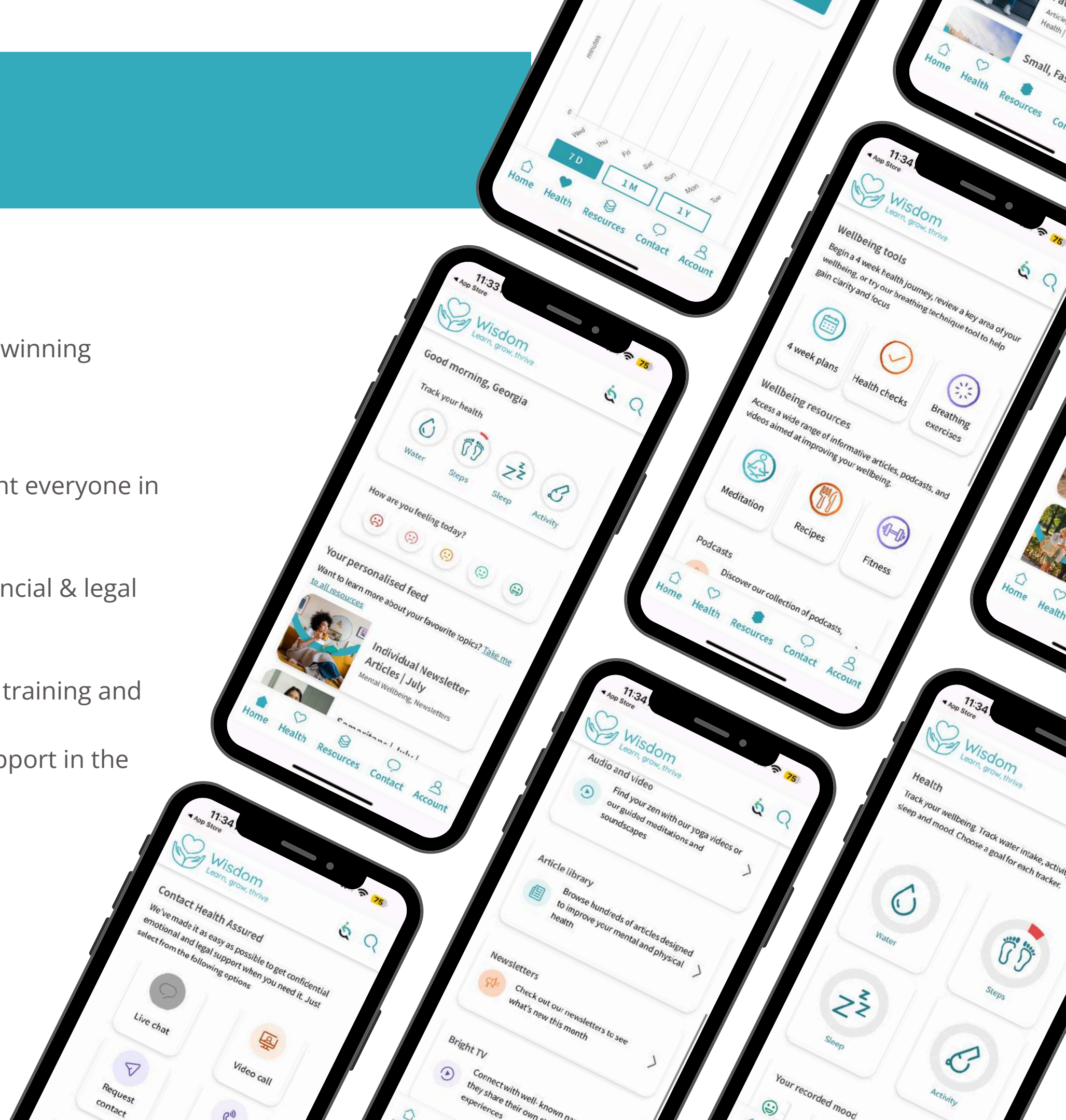
Health Assured is the UK and Ireland's largest independent and award-winning employee assistance programme (EAP) provider.

Every day, we offer specialist support to over 13 million lives. We aim high, and we achieve it. Our goal is 100% engagement—we want everyone in your care to use our service. We're your healthy advantage.

- 24/7, 365 access to market-leading mental health This includes financial & legal information and more
- Access to excellent EAP counselling services
- There's our range of workshops, accredited Mental Health First Aid training and more
- Our Wisdom app provides comprehensive health and wellbeing support in the palm of your hand




FIND OUT MORE HERE





Edenred is your gateway to hundreds of retail discounts for everyday use.

Save on daily expenses with Edenred's "My Discounts" hub, offering access to a vast array of retailers including Sainsbury's, Asda, Primark, IKEA, B&Q, and many more.

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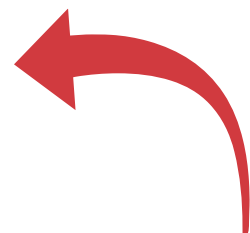


Save on new cycling equipment with the Cycle to Work scheme.

Cycle to Work is a government initiative which offers the most cost-effective way to get new cycling equipment. If you join the scheme, you can save on a bike and cycling accessories by making monthly payments from your salary before you're taxed. This is called 'salary sacrifice'.

You can make up to 47% tax and National insurance savings on the cost of your new cycling equipment – but the actual amount you pay depends on your personal tax band.

Boost your health, save money and help the environment, through the Cycle to work scheme.



GET STARTED TODAY
CODE: EP728



Tusker.

Get a comprehensive car benefit package with Tusker!

Like Cycle to Work and Childcare Voucher schemes, you can offset some of your salary in exchange for a brand new car. It's the new way to drive!

Simply choose your car to meet your needs, and let us take care of everything for you. You'll be updated every step of the way.

With every type of car available, from high performance cars, to the latest in electric vehicles and hybrids, we have something to suit everyone.

Each of our cars comes complete with insurance, servicing, maintenance and repairs, road tax and breakdown assistance included. All you need to do is add fuel/electricity and top up any vehicle fluids listed in your vehicle handbook*.

When you come to return your car, you simply hand it back subject to any excess mileage or vehicle damage costs. Our dedicated Employee Engagement Team can help you with choosing the best car for your needs.

*You'll also need to pay any fines you incur.

“The Tusker scheme has been absolute dream from start to finish great service easy to do and the car is amazing so glad I did and I'm really grateful to Discovery. Not sure I would have bought an electric car without this scheme”





Unum Dental offers reimbursement towards the cost of minor and major dental care such as check-ups, hygienist visits, fillings, crowns and even dental implants (not available on all policies).

It reimburses you for eligible treatments up to the policy limits. You can also add family members to the policy at additional cost.

- Immediate cover
- From your policy start date
- 100% NHS
- 100% reimbursement of NHS charges
- Worldwide cover
- Visit any dentist anywhere in the world
- Choose any dentist
- Visit any NHS or private practice
- Claims payment
- Fast claims payment
- Pre-existing conditions
- Cover for pre-existing conditions (excluding mouth cancer)



Discover More, spread the cost and connect with our salary sacrifice Home and Technology benefit - a simple and affordable way to spread the cost of the latest tech, home appliances and more!

Spreading the payments over your salary means you get the latest tech without having to wait while you save up, pay a huge lump sum, or use a high-interest loan or credit card. Choose the tech you want, apply for an eGift Card for its value, and use the eGift Card in-store and online at Currys to get your tech today or delivered tomorrow.

And as you can use the Curry's price promise guarantee, you'll get the latest tech at the best price and interest-free.

CONNECT VIA EDEN RED



The LGPS is a national pension scheme for people working in local government or working for other employers that participate in the scheme.

Your pension is worked out every year and added to your pension account. Each year, 1/49th of your pensionable pay is put into your pension account. At the end of the year the total amount of pension in your account is adjusted in line with changes in the cost of living.

As a member of the LGPS, you receive tax relief on the contributions that you pay. You also have the option to exchange part of your pension for tax-free cash when you take it.

You can boost your pension by paying more contributions, which you would get tax relief on. You can also pay half your normal contributions in return for half your normal pension. This is known as the 50/50 section of the Scheme. It is designed to help members stay in the LGPS when times are financially tough.

Your teacher's pension is the way that you, Discovery and the government help you to save for your future.

Each time you get paid, you pay contributions towards the cost of your pension. Your employer contributes towards the cost and the government also helps out through tax relief, as you don't pay tax on pension contributions.

As a member of the Teachers' Pension Scheme, you're contractually enrolled into the Scheme from day one.

Your contributions are based on the amount you earn each month, so if you earn more in a month than you earned the previous month your contributions may go up.

- You receive a guaranteed pension through the Teachers' Pension Scheme.
- You pay into your pension and so does your employer.
- It's a Defined Benefit Scheme

