

# Staff Benefits

As part of the Trust's commitment to providing a broad and flexible remuneration package we provide the following benefits in addition to pay.

These are:



## Pensions

Membership of the Teachers' Pensions Scheme ([www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)) for Teachers and the Local Government Pension Scheme ([www.lgpsmember.org](http://www.lgpsmember.org)) for support staff. Both schemes are 'defined benefits' schemes so you can see exactly what annual pension you will receive as it grows, based on your service and salary. Employee contributions are tiered according to salary and the Trust also contribute between 17% and 28% of the value of your salary (according to your role and location) to your pension benefits.



## Sick Pay

Enhanced sick pay entitlements based on the 'Burgundy Book' provisions for teachers or the 'Green Book' provisions for support staff.



## Maternity Pay

Enhanced maternity pay entitlements based on the 'Burgundy Book' provisions for teachers or the 'Green Book' provisions for support staff.



## Paternity Pay

One week at full pay plus a further week's statutory paternity pay.



## Special Leave

A range of paid special leave provisions to help with life's emergencies, unpredictable events and significant occasions.

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## Discounted Gym Membership

To support employees' health and wellbeing, staff have access to discounted membership of typically between 10% and 25% at a wide range of gyms, including David Lloyd, Everyone Active, Nuffield Health, Places Leisure, Pure Gym, Virgin Active, and many more. Membership fees are deducted monthly from employees' salary over the 12 months of the membership, thereby spreading the costs. In addition staff have access to a range of discounted health and wellbeing products.



## Ride to Work Scheme

A salary sacrifice scheme that enables staff to save up to 43% on the cost of a bicycle and/or cycle equipment and spread the costs over 12 months.



## Eye Tests

Staff who use Display Screen Equipment (DSE), such as PCs, laptops, tablets and smartphones, for work purposes on a daily basis and for continuous periods of an hour or more, can claim re-imbursement of an eye test.

Where an optician certifies that a new or altered prescription for glasses is required solely for DSE usage, the Trust will contribute towards the cost of frames, lenses and any special prisms or tinting, subject to a maximum of £30 in total every two years.



## Qualification Fees

Contributions towards course fees and related expenses for undertaking approved qualifications that are relevant to an employee's role and professional development.



## Season Ticket Loan

An interest free loan to purchase an annual season ticket for travel by rail, bus or an Oyster travelcard.