

# STAFF BENEFITS



CREATIVE EDUCATION TRUST  
*Knowledge Connected*



# PROFESSIONAL DEVELOPMENT AND LEARNING

**Timely and appropriate learning and development opportunities are crucial for all staff.**



Your learning and development are a continuous process that starts with your induction and continues throughout your employment with us.

The opportunities include face-to-face courses and e-learning and cover a wide range of subjects from middle leadership and DSL training to autism awareness.

We run annual conferences including Safeguarding and Learning and Teaching and have regular network meetings across the Trust.

TES  
develop



All staff have unlimited access to a library of expert-written online courses specific to working in schools. The courses can help improve classroom practice and develop critical thinking skills while also helping aspiring leaders develop their skills.

Whether its literacy or subject specific SEND courses, there is a wide range of options to help develop and improve your practice and understanding.



Safeguarding and duty of care



Professional studies



Professional studies - leadership



Subject knowledge

# HEALTH & WELLBEING

Health Assured Employee Assistant Programme (EAP)

**Sometimes it can be difficult to balance the pressures of work and home life. Health Assured provide caring support to both you and your immediate family so you can give your best in life.**

What can I use this service for?

- Family issues
- Medical information
- Alcohol or drug issues
- Low mood
- Consumer issues
- Financial information
- Relationship advice
- Childcare support
- Domestic abuse
- Tax information
- Legal information
- Housing concerns
- Stress and anxiety
- Retirement
- Bereavement



health  assured

# HEALTH & WELLBEING

24/7 confidential support

**Your call will be handled by an experienced therapist or advisor who will offer support in a friendly, non-judgemental manner.**



Online health portal

[www.healthassuredeap.com](http://www.healthassuredeap.com)

- Bright TV
- Nutritional advice
- Financial wellbeing
- My Healthy Advantage app
- Health checks



## Bike2Work Scheme

As part of the Government's Green Transport Plan, we offer you the opportunity to save up to 42% on the cost of Bicycles and/or Equipment.

The cost is spread via interest free payments, and you can help reduce your carbon footprint.



# GYM MEMBERSHIP

We can support your next workout

Our Gym Membership employee benefit enables you to enjoy discounted membership at over 3,000 participating gyms, health clubs and leisure centres across the country.

Simply find your nearest gym with GymFlex, create your gym membership order, and an amount will be taken from your salary each month for 12 months.



# WE'VE GOT YOU

Day-to-day savings and special offers

**Your guide to making the most of our colleague support scheme.**

Through our partnership with Vivup, we offer lifestyle savings which are built to support every aspect of your daily life.

From supermarkets and high street shopping to utility bills and retailers in your local community, there is a world of savings that can be accessed by all Creative Education Trust staff.



# HEALTH CASH PLAN

Financial peace of mind if things get tough



**From dentist bills to hospital in-patient treatments, your Health Cash Plan employee benefit enables you to claim back money for medical expenses experienced by you or your dependent children.**

Claim cash for costs at your:

- Dentist
- Optician
- Physiotherapist
- Osteopath/Chiropractor
- Hospital in-patient treatment, including cover for pre-existing medical conditions



# PENSION

Plan for your retirement with confidence

## Teacher pension scheme

Once you start teaching you're contractually enrolled into the Scheme from day one. It provides you with an income for your retirement and you can take part of your pension as a tax-free lump sum when you retire.

For more detail go to:

[www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

## Local government pension scheme

The LGPS is one of the largest pension schemes in the UK. It is a defined benefit pension scheme which means your pension is based on your salary and how long you pay into the Scheme. 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.

For more detail go to:

[www.lgpsmember.org](http://www.lgpsmember.org)





# OTHER BENEFITS

There's more...

## Rental deposit loan

The rental deposit loan scheme assists employees in meeting the costs of deposits by providing staff an interest free loan to help pay the tenancy deposit when moving into a privately rented home, up to the level of their net monthly pay.

## Professional fees

If you are required to be professionally qualified as part of your role, you will be reimbursed for one professional fee per year.

## Microsoft Office

You can get a licensed copy of Microsoft Office 365 to install and use on your home computer and up to 6 devices for free whilst you remain an employee of the Trust.





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## About us

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability.

Creative Education Trust is a growing multi-academy trust educating over 14,500 children in England.

Creative Education Trust schools are transformed by integrating a knowledge-rich curriculum with skills and creativity.

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