

HEARTS Academy Trust HEARTS Extra Programme

Benefits / Rewards available to colleagues

Financial wellbeing:

- ✚ Access to pensions schemes
- ✚ Paid annual leave entitlement
- ✚ Sick pay
- ✚ Childcare voucher scheme



Non-financial benefits

- ✚ 80:20 Model for all teaching staff with one day per week dedicated to PPA/Leadership responsibilities
- ✚ Lesson planning provided by the central team
- ✚ 3-year CPD Commitment
- ✚ CPD for all staff in lieu of Trust 2-week October half-term
- ✚ Trust-wide twilights and industry-recognised training
- ✚ Trust secondment opportunities as part of career development
- ✚ Long service awards, celebrating 5, 10, and 15+ years of service

Physical wellbeing:

- ✚ “HEARTS Extra” programme launching 1st September 2023, offering staff benefits and discounts
- ✚ Recruitment and on boarding support
- ✚ Staff mentoring / Buddy system



Mental health and well-being benefits:

- ✚ Access to Senior Mental Health Lead / Counsellor
- ✚ Access to school-based Mental Health First Aid Champions
- ✚ Referral to Occupational Health
- ✚ Sabbatical / Career break opportunities
- ✚ Flexible working policy
- ✚ Menopause policy

Teachers' Pension and Local Government Pension Schemes:

Full details of your pension scheme can be found via the local authority LGPS/TPS statements issued annually.



HEARTS ACADEMY TRUST

HEARTS

HAPPINESS, ESTEEM, ACHIEVEMENT, RESPECT AND RESPONSIBILITY, TRUTH, SPIRITUALITY AND SERVICE