



## Employee Benefits

### Generous Annual Leave

You will enjoy a generous annual leave allowance, based on length of service. This starts at 26 days for up to five years of service, increasing to 31 days after five years of service (pro-rata for part-time staff). This is in addition to the statutory bank holidays. All staff will also receive enhanced maternity and paternity pay.

### Salary Sacrifice Schemes

**Cycle to work:** Tax and National Insurance savings when you buy a new bicycle and accessories over a 12-month repayment plan via salary sacrifice.

**Electric Vehicle Leasing:** Tax and National Insurance savings when you lease a new electric vehicle through our approved leasing company, Fleet Evolution, via salary sacrifice.

**Tech Benefits:** For a small salary contribution each month, employees can purchase the latest technology at home and receive some great National Insurance contribution savings.

### Employee Health Assistance

Our employee assistance programme gives you access to confidential, independent, and unbiased information and guidance 24/7. Employees also have access to the Wisdom App which supports wellbeing and mental health.

### Career Progression

We want to encourage the career progression of our employees wherever possible, and we support staff who wish to move between our schools and the central teams when suitable roles arise.

### Pension

As a teacher, you will automatically enrol into the Teachers' Pension Scheme. As Support Staff, you can opt-in to the Local Government Pensions Scheme – one of the most competitive on the market.

### Collaboration

All employees have opportunities for collaboration, CPD and access to support from the central team. Teaching staff also have opportunities for guidance in all areas of the curriculum and assessment and sharing good practice.

### Eye tests and Flu Jobs

All employees can access free eye tests and annual flu jab.

### Free Car Parking

All employees have access to free car parking on or near the school premises.

### Childcare – Wraparound discount

Employees can access wraparound care provided at any of our schools at a reduced rate of 50%. Please note: Discounts do not apply to Nursery provisions.

For further information on staff benefits, please contact the Trust Payroll and People Officer.