



ADVANCE  
LEARNING  
PARTNERSHIP

Multi Academy Trust



Employee Benefits

# Welcome to Advance Learning Partnership

As a member of our Multi Academy Trust, you are part of a **vibrant, collaborative community** dedicated to delivering **excellent education**. Our ethos, **'Your child is our child'**, drives us to ensure every child receives an outstanding educational experience, as we would expect for our own children.

Advance Learning Partnership stands as not only one of the largest employers in the area, but also an outstanding place to work. We take pride in the principles and values that permeate throughout our family of schools.

Our mission to provide a quality education to every child is only achievable by recruiting, retaining and developing the highest quality workforce. It is important to us that the exceptional individuals we employ feel appreciated and valued in the workplace.

As a single employer, we are able to offer our employees a fantastic range of benefits. This includes an excellent working environment and great opportunities for career development and training, amongst a range of other advantages.

This booklet summarises the range of benefits available to you as an employee in Advance Learning Partnership.



## About our benefits

Advance Learning Partnership is built on the strength of its people.

We value individuals who are not only outstanding in their field, but also possess integrity and are equipped with the knowledge, skills and dedication to positively impact on our children.

We firmly believe that such

# exceptional

individuals deserve  
to be **rewarded**.

## Standard benefits

We have a range of benefits available when you become an employee within Advance Learning Partnership.

See page 4

## Optional benefits

In addition to the standard benefits, we have a range of optional benefits to enhance your employment and working life.

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**INVESTORS IN PEOPLE®**  
We invest in people Platinum

Employee Benefits



## Standard Benefits

# Conditions of service

The Trust follows the **School Teachers Pay and Conditions Document (STPCD)** and the **Burgundy Book**. This means teachers are clear on their pay and other conditions of service.

We also follow the **NJC** conditions of service for support staff. Known as the **Green Book**, this documents conditions of service and benefits. We also use the NJC published pay scales and salaries.

# Continuous service

The Trust recognises your previous service within the maintained sector, or other academy employer for calculating your annual leave and family leave benefits (this includes maternity and paternity pay).

# Annual Leave

We offer 27 days annual leave per annum, plus public holidays\*. This rises to 32 days per annum after 5 years of employment with Advance Learning Partnership. All previous service within the maintained or academy sector is recognised within your annual leave entitlement.

Annual leave applies to employees working all year round. If you are on a term time only contract, your leave entitlement is built into your pay.

\*Figures based on Full Time Equivalent

# Family-friendly policies

## FAMILY COMES FIRST

Our family-friendly policies are designed with our employees at the heart, ensuring your needs are central to our approach.

This includes benefits relating to shared parental leave, maternity and paternity pay.

# Talk to us about flexible working

## FLEXIBLE WORKING

As an organisation, we are fully committed to complying with all guidance and legislation regarding flexible working. We understand the importance of work-life balance and are open to considering flexible working options wherever possible to accommodate your needs.

**Our goal is to create a supportive and adaptable work environment for all our employees.**

# Trust Pension

Simply put, your pension is the way that you, us and the government help you to save for your future. Each time you get paid, you pay contributions towards the cost of your pension. Advance Learning Partnership contributes towards the cost and the government also helps out through tax relief, as you don't pay tax on pension contributions.

You're contractually enrolled into the scheme from day one.

# Teachers' Pension

## TEACHING STAFF

Teachers' Pension



# Local Government Pension Scheme (LGPS)

## SUPPORT STAFF

Local Government Pension Scheme



Helping you

**protect** your  
**future.**



## Occupational Health

We work with an Occupational Health provider to ensure our employees are **safe** and **well** in the workplace and that we are providing wellbeing support for employees wherever we can.

Counselling and other therapies can also be secured through Occupational Health for employees where needed. Where our employees are unable to work for health reasons and meet specified criteria, we support applications for ill-health retirement under the LGPS and TPS.

Advance Learning Partnership offers a variety of specialist services to assist you with access to timely advice, guidance and support across a range of areas.

## Employee Assistance Programme

Our Employee Assistance Programme (EAP) is here to support you when life gets challenging. We understand sometimes you may face difficult situations or find things hard to manage. The EAP provides **confidential help** and **guidance** to assist you through these times, ensuring you have the support you need to navigate personal or work-related challenges.

**You will gain access to the following benefits:**

- Free 24 hour confidential helpline
- Critical incident advice and telephone support
- Relationship management support
- Online health portal and access to My Healthy Advantage app
- Counselling
- Financial wellbeing
- Stress and anxiety support



Health Assured

# Health and wellbeing at work

Our employee absence protection scheme provides a range of health and wellbeing benefits to our employees, supporting and advising on a wide range of physical and mental health issues. This includes access to counselling, physiotherapy sessions and 24/7 GP services, amongst other additional benefits.

## Benefits include:

- Mental health services including mental health first aid and stress coaching
- Access to Wellbeing Resources
- Free Flu Jabs
- Financial Wellbeing Coaching
- Free 24/7 GP Service
- Surgical Assistance Programme
- Physiotherapy
- Counselling, including menopause

Education Mutual Health and Wellbeing



# Wellbeing at work

We can all be faced with challenges in our personal or work lives that can make us feel low, or as though we are unable to cope.

**Insight** provides a service offering **free confidential support** for a range of personal and work-related issues.

Insight Wellbeing at Work



# Eye Care

If your job regularly involves using display screen equipment, you may qualify for an eye examination and glasses every two years.

For more details email our HR Team.



# Investment in your development

Our philosophy is to provide an environment which helps **create**, **nurture** and **grow** talent. We provide the best tools, resources, training and partnerships for our staff. We believe in a culture of collaboration, and this is accomplished by investing in support, coaching and mentoring.

Committed to investing in our people, we welcome staff to advance their knowledge and skills by supporting with external Continuing Professional Development courses and qualifications.

# Investing in High quality CPD

Advance Learning Partnership may finance externally accredited courses and qualifications, aimed at fostering your professional development within your role.

Unlimited access to **expert knowledge** and skills across a range of categories including health and safety, leadership and governance, mental health and wellbeing, online safety, safeguarding, SEND and teaching and learning.

# Leaders of the future

Whether you're just starting in leadership or aiming to excel in your profession, **we provide opportunities for career progression.**

Advance Learning Partnership has a range of programmes on its Leadership Ladder and offers shadowing opportunities across the Trust, available to all.

# Apprenticeship Levy

Advance Learning Partnership is able to access Apprenticeship Levy funds to pay for the training element of 'approved' apprenticeships.

We have a number of staff who are gaining qualifications and experience via this route.

Please enquire at your school/workplace to find out more.

# Join our staff volunteering program

Discover the joy of giving back and make a meaningful impact in our community. Dedicate time to local schools, support civic initiatives and engage in enriching activities. We encourage you to step out of the office and into a world where your skills and passion contribute to a greater cause. Your participation not only enriches lives but also embodies our commitment to social responsibility. Embrace this opportunity to **connect**, **learn** and **grow** while making a positive mark in the world.

Choose how to support your community and Advance Learning Partnership will find time for you to make a difference during work hours.

Together  
we can make  
a difference



# Financial benefits

At Advance Learning Partnership, we place a high importance on health and wellbeing, which encompasses financial health. With this in mind, the Trust has secured a variety of excellent benefits for all our employees.

All of our benefits are accessible on our dedicated employee benefits platform, **Perkbox**. On this page you can get just a taste of the range of benefits we offer, with the primary focus of saving you money.



Health and Fitness



Shopping



Entertainment



Food and Drink



Travel



Home and Garden



Other external websites offering discounts for anyone working in education include:



Discount for Teachers



Teacher Perks



UNiDAYS

## Optional Benefits

### SALARY SACRIFICE SCHEMES

# Electric car scheme

All-inclusive package, all through salary sacrifice



#### The car

Any brand, any model, best prices.



#### Servicing

Includes maintenance, tyre replacement, MOT and breakdown cover.



#### Insurance

Fully comprehensive, top rated NIG car insurance, including GAP insurance.



#### Home charger

Installed by Which? Trusted Traders Smart Home Chargers.



#### Flexible Terms

Subscription cars available for 1 year terms or for use while you wait for your delivery.



#### Public Charging

Salary sacrifice for public charging makes EV's more accessible.



## Cycle to work

We offer a cycle to work scheme. This tax beneficial scheme enables employees to cycle to work or take advantage of the scheme to purchase a bicycle for leisure.



Cycle to Work Scheme

Electric Car Scheme



## ELECTRIC VEHICLE CHARGING

We offer vehicle (EV) charging points at several of our school locations and are actively expanding the availability of EV charging points at additional sites.

Our charging services are offered at **competitive prices** for the advantage of our employees.

## Childcare Vouchers

The Childcare Voucher scheme allows working parents the opportunity to sacrifice part of their pre-tax salary to pay for registered childcare. As a result, making savings on your Tax and National Insurance – up to £875 per parent, per year.



Kiddivouchers



Tax-free Childcare



## **Advance Learning Partnership**

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Securing **Excellent Education** through **Collaboration**