

HEARTS Extra Programme

Every HEART Matters



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

Benefits and Rewards

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 for all staff
- ✦ 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
- ✦ Staff mentoring / Buddy system
- ✦ Recruitment and onboarding support



Benefits and Rewards

Financial Wellbeing

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

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.



Benefits and Rewards

Mental Health and Wellbeing

- ✚ 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



HEARTS Extra Benefits and Rewards

What is the HEARTS Extra Programme?

What is on offer?

Working in partnership with an external provider HEARTS Academy Trust will be offering all colleagues an employee benefits and reward package tailored to HEARTS. Recognising that “Every HEART matters”, the trust will be investing in the programme at no cost to you.



HEARTS Extra Benefits and Rewards

Instant Discounts

A great benefit to help cut the cost of living. You can make substantial savings on big purchases like electricals, DIY and home essentials with retailers like Currys, Argos, M&S and B&Q all included. You can also benefit from discounts from supermarkets to help reduce the cost of your weekly shop.

Instant discounts allow you to make immediate savings with high street retailers. You will be able to purchase digital e-vouchers at a discounted rate to redeem in store

Instant discounts can be used in conjunction with special offers, meaning extra savings

“Helps employees to get more for their money”

Benefit from 3% – 5% discount from high street retailers

App available on the Apple app store and on Google Play

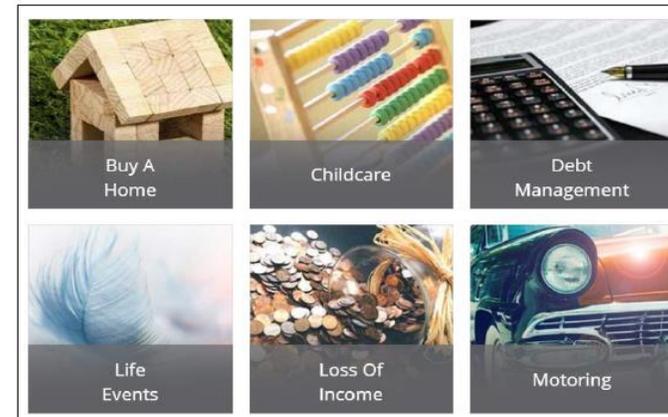


HEARTS Extra Benefits and Rewards

HEARTS Extra Programme

Included in the programme are Health & Wellbeing and Financial Wellbeing information modules.

The Health Living and Financial Wellbeing modules offer a variety of guidance and information to help with all aspects of your wellbeing



HEARTS Extra Benefits and Rewards

Technology Scheme

Access to the latest technology through the Technology scheme.

The scheme allows you to apply for a Currys PC World E-Voucher of an amount of your choosing and pay back through a salary sacrifice scheme



HEARTS Extra Benefits and Rewards

Smart Employee Eyecare (SEE)

Take advantage of the eyecare voucher scheme.

Access to over 3,000 opticians
throughout the UK

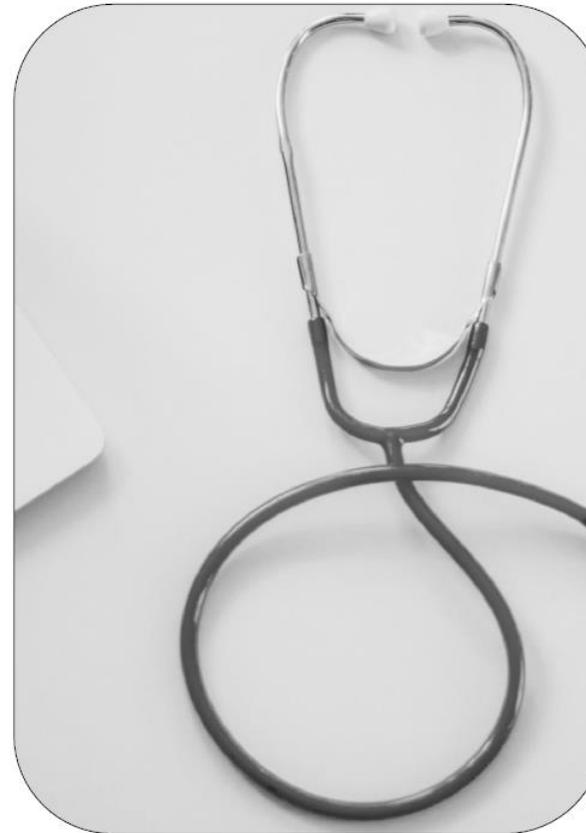


HEARTS Extra Benefits and Rewards

Voluntary Health Cash Plan

This is a voluntary scheme via Direct Debit, direct from your bank account.

You will be able to claim towards the cost of optical care, including eyesight tests, new glasses and contact lenses, dental check-ups and treatment, therapy treatments such as physiotherapy, hospital in-patients and day-case surgery



HEARTS Extra Benefits and Rewards

Motorsave Scheme

The cost of car maintenance and repair can be a real financial burden, this scheme will help you manage your finances.

Run in conjunction with Halfords, the scheme operates through a salary sacrifice scheme. The money is used to pay for servicing, MOT and repair of your vehicle(s). As this is from gross pay, you will save money by paying less on NI

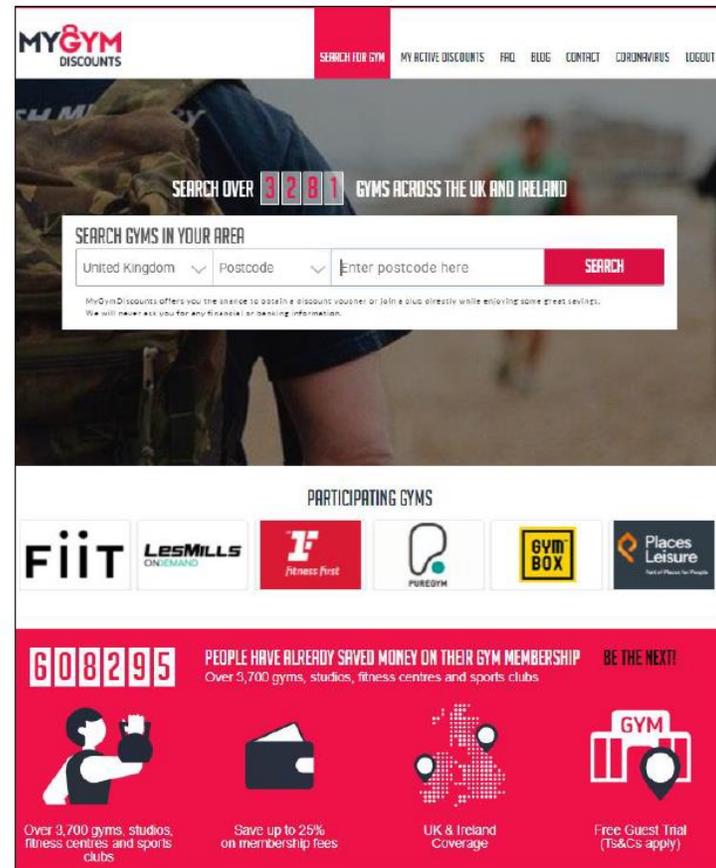


HEARTS Extra Benefits and Rewards

Gym Scheme

Gain access to over 3,000 Health Clubs, Fitness centres, Gyms and Leisure centres across the UK and Ireland.

An employee-led, voluntary scheme which is available to both new and existing members of Health Clubs



HEARTS Extra Benefits and Rewards

Bike Scheme

In partnership with Cycle2Work, you can benefit from the salary sacrifice Bike scheme.

Access over 1,000 bike shops, combining more than 460 Halfords stores with over 650 local independent bike shops as well as online through Tredz



Limits will apply, depending on your salary



HEARTS Extra Benefits and Rewards

Car Scheme

In partnership with Tusker, you can potentially access a new car, fully maintained and insured for a fixed monthly amount.

This is a salary sacrifice scheme



“ includes all the usual running costs. ”

Access to this scheme is fully dependant on Inland Revenue guidelines relating to minimum salaries



HEARTS Extra Benefits and Rewards

Peer to Peer recognition scheme

The recognition scheme allows colleagues to send professional cards, for instance recognising a job well done or send a personal card like a greeting on an employees birthday.

Badges - Personal



Illustrative - Professional



HEARTS Extra Benefits and Rewards

Why is HEARTS introducing the HEARTS Extra Programme?

At HEARTS we recognise the hard work and dedication shown by our colleagues.

We fully understand and appreciate the cost of living crisis and the impact this is having on our school community.

This is HEARTS way of helping your salary go a little further.



“Every HEART matters”



HEARTS ACADEMY TRUST

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