

# Our Trust, Your Benefits

Your Wellbeing, Your Growth, Your Trust



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



**Minerva**  
Learning Trust

# EMPLOYEE BENEFITS

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We are committed to building a positive culture built on praise, ethical leadership, and equality, creating an environment where every colleague feels valued, respected, and supported.



# EMPLOYEE BENEFITS

Welcome

At Minerva Learning Trust, our people are at the heart of everything we do. Our mission is clear: to create an environment where every member of our team feels valued, supported, and empowered to thrive. As part of our commitment to being an Employer of Choice, **we have developed a comprehensive benefits package designed to enhance your wellbeing, support your professional growth, and help you achieve a healthy work-life balance.**

The world of work is changing rapidly, and so are the expectations of employees. Flexibility, wellbeing, and meaningful rewards are no longer optional—they are essential. That's why our benefits programme goes beyond the basics. It reflects our values of **Inclusion, Independence, Respect, and Success**, and is aligned with our strategic aim to attract, reward, and retain the best talent.

This brochure will guide you through the benefits available to you, from financial rewards and career development opportunities to wellbeing initiatives and flexible working options. Our goal is simple: to ensure you feel cared for, supported, and proud to be part of Minerva Learning Trust.

Together, we are Stronger Together—building a workplace where you can succeed and grow.

## Work Life Balance



### Family Friendly Policies

We're proud to offer flexible, family-focused policies that support you through life's important moments:

- Maternity and Adoption Leave: Enhanced schemes available depending on service qualifying periods for both teachers and support staff.
- Paternity Leave: Two weeks' leave (payment terms are role dependent).
- Shared Parental Leave: Option to share up to 50 weeks with your partner.
- Supportive compassionate and dependents leave.
- Carer's Leave: Up to one week unpaid leave



### Annual Leave

Full time Support Staff enjoy 26 days of annual leave plus public holidays which rises to 31 days after five years of continuous service. We offer a variety of contract types including term time only, for which the annual leave entitlement applies and is paid pro rata in the pay formula.



### Flexible Work Requests

We encourage open dialogue around flexibility. Whether you're exploring part-time work, flexible start/finish times, or term-time options, we'll work with you to find a balance that supports both your role and your wellbeing.



We have created a positive community which is welcoming and fosters positive relationships.

Handsworth Grange Community Sports College  
Staff Member

## Pay and Pensions

### NJC Pay Conditions

We follow the National Joint Council (NJC) pay framework to ensure fairness, transparency, and consistency across all support staff roles. Our pay structure provides annual increments (where eligible), and cost-of-living adjustments — so your contributions are always recognised and rewarded.

### Teachers Pay

We follow the School Teachers' Pay and Conditions Document (STPCD) for teaching staff to ensure fairness, transparency, and consistency across all teaching roles. Our pay structure includes automatic annual progression (bi-annually for upper pay range), subject to sustained performance, along with cost-of-living adjustments — so your contributions are always recognised and rewarded.

### Local Government Pension Scheme

Our support staff are automatically enrolled in the LGPS, a defined benefit scheme that offers a guaranteed income in retirement.

- Employee contributions range from 5.5% to 12.5%, depending on salary.
- Employer contributions are reviewed every three years by an actuary to ensure long-term sustainability.
- Defined Benefit Scheme – offering a guaranteed pension based on your earnings.
- Contributions qualify for tax relief, helping your take-home pay go further.
- You build your pension at a rate of 1/49th of your pensionable pay each year.
- The scheme includes death in service, survivor pensions, and ill-health retirement benefits.

### Teacher's Pension

Teachers automatically join the Teachers' Pension Scheme, a secure, government-backed plan providing peace of mind for the future.

- Defined Benefit Scheme – offering a guaranteed pension based on your earnings.
- Member contributions: typically 7.4%–11.7% of salary.
- Employer contribution: currently 28.68%.
- Accrual rate: 1/57th of your annual pensionable earnings.
- Includes death in service, family pensions, and ill-health retirement options.
- You can choose to take part of your pension as a tax-free lump sum on retirement.

I have always felt as though I was a part of Ecclesfield's bones since joining and am fully invested in it's growth and progression of it within the community.



Ecclesfield School  
Staff Member

## Save and Spend



### Childcare Vouchers

Access tax-efficient childcare vouchers through salary sacrifice to help reduce the cost of childcare while maximising your take-home pay.



### Blue Light Card Discount

All Minerva employees are eligible for the Blue Light Card, giving you discounts at a wide range of national retailers, restaurants, gyms, and entertainment venues — both online and in-store.



### Cycle to Work Scheme

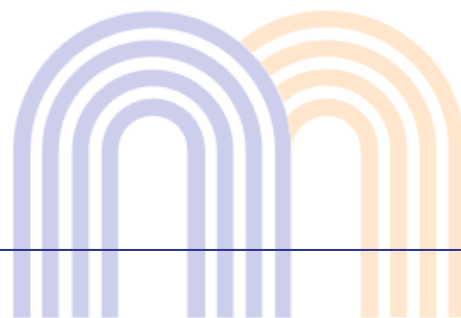
Stay healthy and save money by joining the Cycle to Work Scheme. You can buy bikes and accessories through salary sacrifice, saving up to 42% on retail prices while spreading payments across the year.



### Parking and EV Charging

We provide free on-site parking (subject to availability) and cover essential travel expenses incurred while carrying out work duties — helping to make your journey convenient and cost-effective. Electric vehicle charging points are also available on-site at reduced rates for added convenience.

## Health and Wellbeing



### Westfield Health

We offer Westfield Health at a discounted rate when you subscribe through our employer scheme — giving you access to affordable health and wellbeing benefits designed to support you and your family.



### Support for people with disabilities

As a Disability Confident Employer, we make every effort to provide reasonable adjustments and ensure no colleague is disadvantaged. We work closely with you to adapt your role, environment as needed.



### Occupational Health

Our independent Occupational Health Service offers confidential medical advice, return-to-work guidance, and wellbeing support for both physical and mental health challenges.



### DSE User Eye Test

We provide free Display Screen Equipment (DSE) eye tests for eligible staff who regularly use computers as part of their work.



### Free Flu Jabs

All staff can access free flu jabs this winter—helping you stay protected, healthy, and ready for the season ahead.



### Discounted Gym Membership

Thanks to the fully equipped facilities at Handsworth Grange Community Sports College, staff can enjoy access to a wide range of high-quality equipment at an exclusive discounted rate. Whether you're looking to stay active, train, or try something new, our facilities are designed to support your fitness goals.

## Health and Wellbeing

### SAS Support APP



Minerva Learning Trust partners with the Schools Advisory Service to provide our employees with a comprehensive range of wellbeing initiatives designed to support both physical and mental health.

This service is completely free of charge and confidential, available directly to all staff via an easy-to-use app or telephone support—meaning you can access help without going through your employer.

In addition to the core support listed below, there are a variety of virtual services available, including, Fitness and weight-loss advice, Mental health support, such as Andy's Club, and much more to help you feel your best.



#### Nurse Health and Cancer Support

Qualified nurses are available via our free wellbeing platform to offer advice on general health, nutrition, sleep, menopause, lifestyle management and more, to help you maintain health and balance.



#### Counselling

Access to a free confidential counselling service, offering short-term professional support for personal or work-related challenges. Trained counsellors are available to help you manage stress, anxiety, and emotional wellbeing in a safe, non-judgmental space.



#### 24/7 GP Access

Our Employee Assistance Programme provides free round-the-clock access to GP consultations so you can get trusted medical advice whenever you need it, without long waiting times.



#### Physiotherapy

You can access free physiotherapy assessments and treatment plans through our health support network, helping you recover from injuries or manage musculoskeletal issues safely and effectively.

## Professional Growth



### Training & development support

We offer access to a wide range of training opportunities:

- National College eLearning for role-specific and compliance training.
- Leadership and management programmes.
- In-house training tailored to your personal goals.
- Development courses including resilience, mental health, and AI
- Peer mentoring and coaching to support career progression and confidence.
- Open Door Days to visit other schools within the Trust and share best practice.
- CEO and senior leadership shadowing opportunities to broaden experience.
- Networking opportunities across the Trust and with other organisations.



### Performance Development Reviews

Every employee takes part in regular performance and wellbeing conversations with their line manager. These reviews are two-way, constructive, and focused on growth — informing your personal goals, development plan, and career progression.



### Apprenticeship Levy

Through the Apprenticeship Levy, we provide access to accredited professional qualifications — from teaching assistant certificates to leadership apprenticeships — allowing staff to upskill and gain recognised credentials while working.



### Coaching and Mentorship Scheme

Our Coaching and Mentorship Scheme pairs staff with experienced colleagues who can offer guidance, encouragement, and career advice. Whether you're new to the Trust or preparing for your next step, we'll support you every step of the way.

## Culture



### Ethical Leadership

Our leaders model transparency, integrity, and fairness in every decision. We promote accountability and kindness, ensuring every voice is heard and every individual feels valued.



### Minerva Belonging

Minerva Learning Trust is building a strong sense of community by actively celebrating achievements, acknowledging staff contributions, and promoting inclusivity. Through recognition initiatives and meaningful engagement, the Trust ensures every team member feels valued and connected to its shared purpose.



### Networking Opportunities

Minerva champions collaboration by creating opportunities for staff to connect across our network and beyond—sharing best practice, developing themselves, and accessing support to thrive together.



I've felt really supported by leadership. Communication has been clear, consistent and responsive, which has made my working life a lot better and I feel I'm more productive at what I do.

Ecclesfield School  
Staff Member



**Minerva**

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Proud to be part of

