



LDE UTC Employee Benefits

Here at LDE UTC we are proud to offer a competitive benefits package for our valued employees.

We understand as an employer we need to be flexible and responsive in order to promote diversity and equality whilst being able to attract and retain the highest quality workforce. Therefore, we hope that you will be able to take advantage of some of the benefits we offer whilst you are employed by us.

Advise and counselling service:

Our free Employee Assistance Programme (EAP) is a confidential 24/7 telephone line manned by accredited counsellors who are there to help staff with any matters they are worried about (work based or in their personal lives). This service also offers some face-to-face counselling where needed and other excellent benefits.

Cycle2work scheme:

Cycle to work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint. The initiative also allows you to make huge Tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice and managed by us.

Season Ticket Loan:

For all staff who have completed 10 months' continuous service we offer a travel loan scheme where we can advance you the cost of your season ticket (subject to certain limits) and deduct this from your net salary each month, thus spreading the cost of your ticket across the year.

Parking:

LDE have partnered with neighbouring UEL to secure staff car parking space. There is a limit on how many spaces we get per year and a cost. The parking charge is currently 0.6% of gross monthly salary. You will have to apply for a permit space on a yearly basis.

Electric car scheme:

Electric Car Salary Sacrifice Scheme is open to all staff following a successful probationary period. We work with a third party provider to offer the best and environmental friendly driving solution for staff. There are huge savings available on pure electric vehicles as Benefit in Kind is just 2% between April 2022 and April 2025, meaning you can make significant tax and NI savings on the scheme

Discounted Gym:

A discounted gym membership at UEL SportsDock is available for LDE UTC staff, just show your LDE UTC ID badge at SportsDock to benefit from this.

Occupational Health Service:

LDE work with an external company to provide a high quality OH service.

Flu Jab:

If you wish to take the seasonal flu jab and are not entitled to a free one, LDE will reimburse you for this. We want our staff to stay fit and well.

Staff wellbeing committee (SMILE):

Members of staff have set this committee up to support wellbeing amongst staff. Events/team outings are often arranged

Multi-faith Chaplaincy:

The Haven room located on site is a space which has been created to help you think about how faith, spirituality and values shape who we are and the choices we make in life. It is a place where you can talk to someone, a place to unwind or if you want to make a difference in your community, the Chaplains can help.

IT equipment:

Upon starting with LDE, you will receive a high quality laptop and laptop bag to the value of £900 on average.

Flexible working and Working from Home:

We are happy to be able to offer flexible working to our staff and most staff members take advantage of this and work from home 20% of the week in some shape or form. For teachers this may work around your time table. For support staff, depending on role, this could be one day at week home working.

Long service recognition and reward:

Staff are rewarded in recognition for their hard work, dedication and loyalty with a bonus following 5 and 10 years of service.

Eligible staff are entitled to the following:

5 years' service - £250

10 years' service - £500

This is paid via payroll at the end of September to all staff who passed the milestone (5 or 10 years) during the previous 12 months and remain employed.

Personal Development:

LDE offer opportunities for personal and professional development in a supportive environment. Newly qualified teachers to the school are allocated a mentor at the start of their employment and there is a well-planned Induction process for all staff.

Catering offer:

LDE offers free lunch meals whilst at work, this can be from a selection of hot or cold lunch made freshly on site.

On Wednesday's LDE have a 'Free Fruit' day and fresh fruit is available to all staff.

Free tea and coffee daily.

Annual Leave:

On joining LDE all staff benefit from 28 days' annual leave per year pro rata, plus 8 bank holidays.

Pension Scheme:

Teachers: Membership of the Teacher's Pension Scheme. Key benefits of the scheme are:

- you receive a guaranteed pension through the Teachers' Pension Scheme.
- you pay into your pension and so does LDE as your employer.
- it's a Defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments – so there'll be no nasty surprises when you come to claim your pension

Support staff: Member of the Local Government Pension Scheme, key benefits to you are:

- secure pension
- flexibility to pay more or less contributions depending on your circumstances, tax efficient now and in the future
- freedom to choose when you would like to take your pension between the age of 55 and 75.