



The Howard  
Partnership Trust  
Bringing out the best

# Employee Benefits and Rewards

## Introduction

At THPT we deeply value our employees. We are a values driven trust who believe in bringing out the best of all of our employees and our value of partnership between staff at all levels is vital to our success. Recognising and appreciating our staff for their hard work is important to us, which is why we provide additional benefits and rewards for all staff. From opportunities for professional development to benefit and discount schemes, we want our team to understand their integral role in our success. It's all about ensuring that each person feels valued and appreciated for the unique contributions they bring to our organisation.



# Employee Benefits and Rewards



## Car Benefits



### Access to discounted car leases

THPT employees have exclusive access to discounted car leases from Affinity Leasing. Using the THPT mini site you can find regular offers starting from under £150 a month.

### Electric Car Scheme with Octopus

From January 2024 we will be offering an electric car scheme through Octopus.

With no deposit, discounted leases, and paid via salary sacrifice there are great deals to be had.

Octopus will also install a free electric car charging point at your home, or provide a voucher for charging time, and they also offer electricity tariffs through Octopus energy which provide cheaper night time rates to allow you to charge your car at a discounted rate.

## Health Benefits



### Medical Treatment Scheme

From January 2024 THPT staff will have access to a cash back medical scheme, starting from £6.95 a month to cover an individual and up to 4 dependent children,

It will reimburse you for costs incurred for medical treatment, including optical, routine dental, specialist consultation and diagnostic tests, complimentary and alternative therapies and more, up to an annual limit.

You can also sign up for a dual plan to include a partner.

### Eye Care with Specsavers

THPT will cover the cost of an eye test for employees who regularly use a display screen in the course of their work for more than an hour at a time.

### Counselling and CBT

Get up to 6 sessions of counselling, or take a CBT course with our Employee Assistance Provider, Education Support.

# Discount Schemes



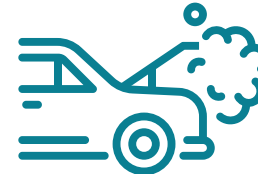
## Cycle to work Scheme

Pedal into savings with our Cycle to Work scheme! As a member of our school community, you can enjoy cost-effective access to cycling equipment while spreading the expense conveniently through monthly payments deducted from your payslip.



## Sainsbury's discount card

Shop smart with The Howard Partnership Trust! As a THPT employee, you qualify for an exclusive 5% discount at Sainsbury's via a voucher scheme, select the monthly amount you would like on a voucher and each month it will be taken from your payslip with a 5% discount applied.



## 50% Off RAC Cover

Get up to 50% off RAC cover with an offer for people working in the education sector.



## Discounted Tech

Upgrade your tech game with discounted vouchers from Curry's through our TechScheme. Vouchers can purchase laptops, phones, home technology including kitchen appliances and as well as a discounted rate you can conveniently pay back the cost in manageable monthly instalments deducted from your payslips over the course of a year to spread the cost.



## Costco Membership

Unlock shopping perks with Costco Wholesale! As a proud member of The Howard Partnership Trust, you are eligible for Costco membership. Join online or in-store with your THPT ID and required documentation. Once a member, explore the aisles of any Costco warehouse for all your shopping needs. Happy shopping!



## Discounted Days with Kaarp

Visit [Kaarp.co.uk](https://www.kaarp.co.uk) to get discounted days out, and money off travel, holidays, and entertainment.



# Other Employee Benefits and Rewards



## Pension scheme

As an employee at THPT we you will be automatically enrolled into either into your Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS), and THPT will also contribute towards your pension pot to help you plan for a financially secure future.



## Refer a friend

Spread the word about The Howard Partnership Trust! If you refer a friend or colleague who joins our team and successfully completes probation, you could receive a bonus payment. We value your contribution to our community, and as a thank-you, we offer a bonus of £350 for support staff referrals and £500 for teacher referrals. It's our way of saying thanks for helping us grow. Join us in making THPT even better!



## Sabbaticals

THPT value our staff and believe in providing opportunities for those in our employment to seek and participate in activities that will lead to their personal growth and improvement, enabling them to be their best selves. Providing staff with the right to request sabbatical leave is one element of this.



## Flexible working

THPT are committed to supporting our employees and offer a flexible working request system in line with statutory guidance.



## Loyalty Awards

At THPT, we celebrate your dedication! Every 5 years of service with the Trust is acknowledged with a special thank-you in the form of a discretionary gift voucher. It's our way of showing appreciation for your continued commitment.



## Employment Verification

THPT's payroll provider have partnered with Experian to integrate their Work Report™ solution to simplify the process of applying for loans, mortgages, and tenancy agreements. The online service will allow you to instantly verify your employment status and associated income information. No more rushing around hunting for pay slips, employment contracts, or other documentation to support your application.

## Find out more

To find out more about working at THPT and view our current vacancies visit

<https://www.thehowardpartnership.org/Careers/>

## Contact us

We would be happy to receive a full CV to express your interest in any of our roles and to be considered for any future roles so we can add you to our Talent Pool.

Please email to [hrteam@thpt.org.uk](mailto:hrteam@thpt.org.uk) in the first instance.

