



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.

See page 15





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 employers 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 salary.

*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 your pension. In addition, Advance Learning Partnership pays contributions towards your pension, 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 of your employment.

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 Health Care Plan provides a range of health and wellbeing benefits to our employees, offering support and guidance on a variety of physical and mental health matters. This includes access to our counselling, physiotherapy sessions, and 24/7 GP services, alongside other additional benefits.

Benefits include:

- Eye Care
- Dental
- 24/7 GP Service
- Physiotherapy
- Private consultant appointments
- Prescriptions
- Telephone Counselling
- Discounted Gym Membership
- Free Flu Jabs

EYE CARE

Support towards eye tests, prescription lenses, frames and optical items from trusted professionals or online, helping you keep your vision healthy and clear.

DENTAL

Contributes towards routine dental check-ups, hygienist visits, fillings, dentures, crowns, braces and other essential treatment to maintain good oral health.

DENTAL ACCIDENT

Cover for restorative dental treatment if you experience accidental dental injury, helping return your oral health to its best.



MUSCLES, BONES AND JOINTS

Helps with the cost of physiotherapy, osteopathy, chiropractic or acupuncture treatments from qualified professionals, so you can stay active and comfortable.

FOOT CARE

Provides support for podiatry, chiropody or reflexology treatments and foot health assessments, to help you look after your feet and keep moving well.

DIAGNOSTICS

Includes private consultant appointments, diagnostic tests and scans referred by a GP, giving you fast answers and reassurance about your health.

HEALTH ASSESSMENT

Covers a full health check including BMI, blood pressure, cholesterol and diabetes checks with registered professionals, supporting your overall wellbeing.

PRESCRIPTIONS

Contributions towards NHS or private GP/dentist prescription costs, including NHS prepayment certificates, helping you manage everyday medication needs.

MY WELLBEING

Access same-day GP advice, 24/7 counselling, physiotherapy triage, wellbeing guidance and discounted gym membership, all through our Simplyhealth Plan app.

HOSPITAL

Financial support for overnight hospital stays or day admissions, including visitor travel and meal expenses, and parental stay with children in hospital.

NEW CHILD PAYMENT

Receive a payment when you or your partner reaches 20 weeks pregnant, adopts or becomes a legal guardian, giving you extra support for family life.

PRIVATE GP / DIETITIAN / VACCINATION

Helps cover private GP and dietitian consultations, vaccinations and flu jabs, so you can get tailored advice and protection when you need it.

MY WELLBEING

Provides support towards paying the excess on your private medical insurance policy, helping reduce unexpected medical costs.

HOSPITAL

Children under the age of 24 can be added to the plan free of charge. Covered children share an annual benefit entitlement. Employees can choose to upgrade their cover through payroll deductions, which includes adding a partner, so they can enjoy the same level of cover too.

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 employees who are gaining qualifications and experience via this route.

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

Join our employees 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



perkbox

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



Discount for
Teachers



Teacher
Perks



Blue Light
Card



UNiDAYS

ALP Institute

At the heart of our employee development offer is the ALP Institute of Teaching, Leadership and Research – a central hub for high-quality professional development. The Institute supports all employees, in every role and at every stage of their career, by promoting innovation, collaboration and continuous learning.

Working in partnership with universities, research bodies and sector experts, the Institute ensures access to the latest evidence-informed practice. Whether you're new to education or leading strategic improvement, the ALP Institute equips you with the skills, knowledge and confidence to thrive.

HIGH QUALITY CPD AND CAREER DEVELOPMENT

Through the ALP Institute, all colleagues benefit from a broad and responsive CPD offer, tailored to individual roles and aligned with the Trust's strategic priorities. Development opportunities span teaching and learning, safeguarding, SEND, leadership and governance, mental health and wellbeing, finance, online safety, health and safety, artificial intelligence and more, all tailored to support your role and professional development.

Where appropriate, the Trust may also fund external accredited courses and qualifications, supporting your continued professional growth and career progression.

LEADERS OF THE FUTURE

The ALP Institute offers clear and inclusive pathways for career development. Whether you're stepping into leadership for the first time or looking to take your next step, our programmes are designed to support you.

With access to coaching, mentoring and practical leadership opportunities, we are committed to helping you grow, lead, and shape the future, both within your school and across the Trust.

INVESTMENT IN YOUR DEVELOPMENT

Our commitment to people development comes from a genuine belief that talent should be nurtured, supported and celebrated. We champion a culture of collaboration, with coaching and mentoring embedded in our approach. By investing in your professional journey, we help you achieve your ambitions and contribute meaningfully to the success of our pupils and schools.



ALP Institute
Website



Optional Benefits

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.



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.



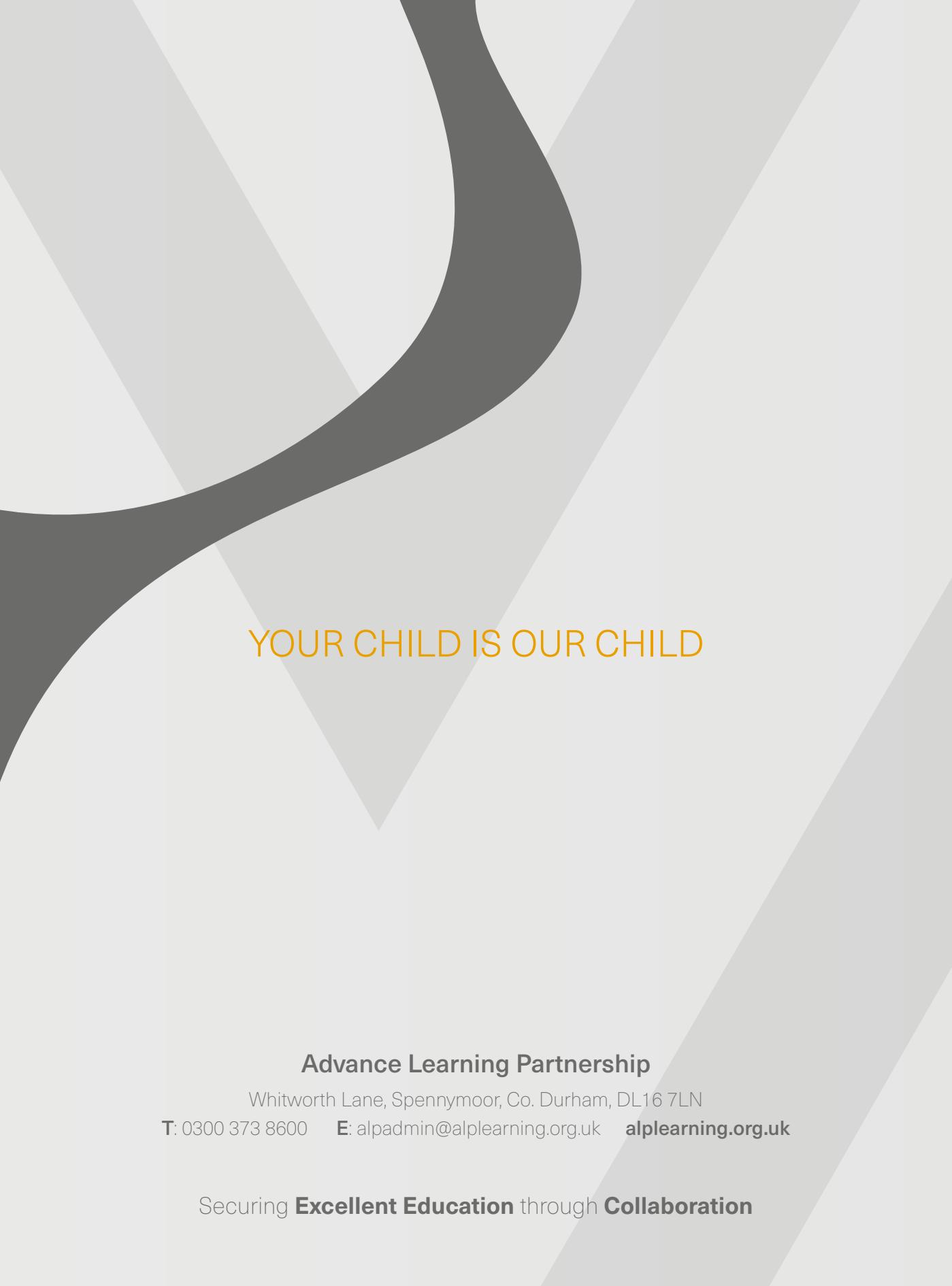
Cycle to Work
Scheme

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.



Tax-free
Childcare



YOUR CHILD IS OUR CHILD

Advance Learning Partnership

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