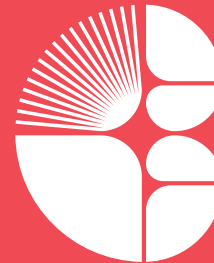


Your benefits package



Extra support



CREATIVE EDUCATION TRUST
Knowledge Connected

Your benefits package

Pensions

Teachers' Pension

Once you start teaching you're contractually enrolled into the Scheme from day one and your temporary Teachers' Pensions number becomes permanent. Here are the top things to remember when it comes to understanding the benefits of your teachers' pension:

- It provides you with an income for your retirement and you can even take part of your pension as a tax free lump sum when you retire.
- You and your employer pay contributions towards the cost of your pension. So it's a great way to save for your future and also pay a little less tax every month, as you're taxed on your salary after your pension contribution has been taken.
- Your pension benefits are for you and your loved ones. It doesn't belong to your employer and it doesn't belong to the government.
- As long as you're in eligible employment your pension stays with you, wherever you go throughout your teaching career.
- You can check on what benefits you're building up at any time with your online Benefit Statement.
- The Teachers' Pension Scheme is a Defined Benefit Scheme based on your annual pensionable earnings, re-valued each year, rather than a scheme reliant on how investments perform, so you can see what pension benefits you've built up and can work out how much pension you'll receive at your chosen retirement date.

For more detail go to: www.teacherspensions.co.uk



Local Government Pension Scheme (LGPS)

The LGPS gives you:

Secure benefits – the scheme provides you with a future income, independent of share prices and stock market fluctuations.

At a low cost to you – with tax-efficient savings.

And your employer pays in too – the scheme is provided by your employer who meets the balance of the cost of providing your benefits in the LGPS.

The amount of pension you earn in a scheme year is worked out each year and added to your pension account. The total amount of pension in your pension account is revalued at the end of each scheme year so your pension keeps up with the cost of living. The LGPS is very secure because the benefits are set out in law.

Your benefits package

Health and Wellbeing

Health Assured Employee Assistant Programme (EAP)

Sometimes it can be difficult to balance the pressures of work and home life. Health Assured provide caring support to both you and your immediate family so you can give your best in life.

What can I use this service for?

- Family issues
- Medical information
- Alcohol or drug issues
- Low mood
- Consumer issues
- Financial information
- Relationship advice
- Childcare support
- Domestic abuse
- Tax information
- Legal information
- Housing concerns
- Stress and anxiety
- Retirement
- Consumer issues
- Bereavement

Online health portal: www.healthassuredeap.com

- Bright TV
- Nutritional advice
- Financial wellbeing
- My Healthy Advantage app
- Health checks
- Medical factsheets
- Four-week programmes
- Fitness advice
- Budgeting

24/7 confidential support

You call will be handled by an experienced therapist or advisor who will offer support in a friendly, non-judgemental manner.



Your benefits package

Health and Wellbeing

Bike2Work Scheme

As part of the Government's Green Transport Plan, we are offering you the opportunity to save up to 42% on the cost of Bicycles and/or Equipment. This is made possible by saving on Income Tax and National Insurance Contributions.

There are many benefits in participating in the scheme:

- Get a new bike and/or equipment
- Cost is spread over weekly/monthly interest free payments (via salary sacrifice)
- Save money on travelling costs
- Lose weight and tone up
- Cycling improves your general health and well-being and reduces stress levels
- Reduce your carbon footprint and help save the planet!



Your benefits package

CPD

Timely and appropriate learning and development opportunities are crucial for all staff, regardless of their role. Your learning and development are a continuous process that starts with your specific induction as a new employee and continues throughout your employment with us.

The learning and development you receive will depend on your job role, but may include:

- Mandatory Training through face to face or e-learning modules (Safeguarding, health and safety, equal opportunities, GDPR, ICT and safer recruitment).
- Management and Senior Leadership Development – Accredited courses (NPQML, NPQSL, NPQH, NPQEL), CET Middle leadership training, HR training for line managers.

- Coaching, mentoring and facilitated sessions delivered through CPD at your school (regular sessions and during professional development days).
- Professional qualifications and courses relevant to your role: attendance at seminars, conferences, networking events, updates, subject specific groups locally and across CET schools.
- Role specific training e.g. DSL, first aider, SEND.
- Apprenticeships at various levels.
- Teacher training through various routes.

It is important to recognise that not all learning and development takes the form of a course.

Other routes of training include:

- One-to-one coaching sessions
- Attending meetings
- Topical bulletins or 'crib sheets'
- Reflection sessions
- eLearning
- On the job development and coaching
- Distance learning
- Seminars
- Conferences
- Networking events
- Subject specific groups both geographically and across Creative Education Trust



Your benefits package

CPD

National College

Unlimited access to a full suite of webinars, resources and training courses delivered by practising subject matter experts.

The National College provide a range of webinars which help support staff in their own professional development, from curriculum design and assessment guidance to parental engagement and innovative practice. Their webinars focus on your role as a educators, facilitators and subject leads for the school, supporting your passion to improve your pupil's learning and development.

www.thenationalcollege.co.uk



Your benefits package

Other benefits

Perkbox



Perks

Access hundreds of perks to save money on everyday purchases, including food, drink, cinema tickets, clothing, homeware and much more. Plus you'll get a number of freebies such as access to free online exercise and yoga classes with Boxx, and plenty of competitions to enter!



Recognition

Everyone loves getting a shoutout for a job well done. The Recognition platform is a fun and interactive way to celebrate achievements across the Trust. You'll be able to recognise your colleagues for their hard work, vote for winners of polls and comment on each other's achievements.

Rental Deposit Loan

The rental deposit loan scheme assists employees in meeting the costs of deposits by providing staff an interest free loan to help pay the tenancy deposit when moving into a privately rented home, up to the level of their net monthly pay.

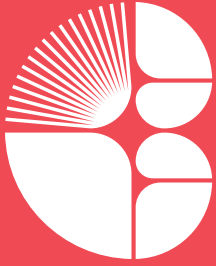
Professional Fees

If you are required to be professionally qualified as part of your role, you will be reimbursed for one professional fee per year.

Microsoft Office

You can get a licensed copy of Microsoft Office 360 to install and use on your home computer and up to 6 devices for free whilst you remain an employee of the Trust.





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About us

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability.

Creative Education Trust is a growing multi-academy trust educating over 13,500 children in England.

Creative Education Trust schools are transformed by integrating a knowledge-rich curriculum with skills and creativity.