

GUIDE TO EMPLOYEE BENEFITS AND WELLBEING





www.greatacademies.co.uk

## **OUR VISION**

Great Academies Education Trust will be a truly outstanding, outward facing multi-academy trust supporting its academies, from their starting points, to become outstanding schools.

All pupils will make exceptional academic progress in all subjects and regardless of age or stage will become work and college ready.

Our academies will be schools where pupils are valued as individuals, where they will have opportunities to achieve highly, lead strongly and develop into confident, responsible and successful young adults.

## **OUR MISSION**

Our academies will be listening and learning communities; places where everyone is valued as an individual, where pupils can achieve their best and develop into confident, responsible, and successful young adults. Our academies will provide high-quality learning opportunities for children aged 3 – 16 and will have a strong link with their local neighbourhood.

Each academy will have its own identity and culture but will share the overall vision of encouraging our children and young people to achieve.

## **OUR VALUES AND WHAT THEY MEAN**

### Genuine

We will be open and honest with each other in a climate of mutual trust, to ensure that we always do our best for the children in our academies. We will keep parents and carers informed about the progress of their child and will publish our results and progress.

### Respect

We value the diversity of our school communities and welcome all children to our academies. We expect the highest standards of behaviour from our children both inside and outside of the school.

#### **Excellence**

We strive for excellence and are intolerant of mediocrity. We want every child to benefit from excellent teaching. We will provide professional development for all staff to ensure we achieve the highest standards.

### **Achievements**

We have high aspirations for our children. We want every young person to achieve their potential at each stage of their educational journey and go into their chosen career.

## **Together**

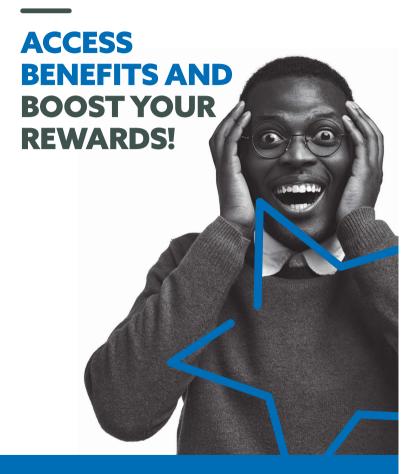
We believe that we can make the biggest difference when we work collaboratively across our academies to support each other. We forge strong local partnerships with other education providers and external partners to achieve the maximum benefit to our pupils.



## We understand how important it is to maintain a good balance between work and home.

## To support you, we provide:

- Pension Schemes A career-average defined benefit pension scheme. If eligible to join, you are automatically enrolled in the Teachers' Pension Scheme or Local Government Pension Scheme. You can remove yourself from a scheme if you wish.
- Holidays A minimum of 30 days holiday (starting from 22 days plus bank holidays), increasing with length of service. For Teachers - In accordance with School Teachers Pay and Conditions Document.
- Maternity/Paternity/Shared Paternity Leave Enhanced maternity pay of up to 6 months full pay and the first week of paternity leave paid at full pay.
- Leave of Absence We understand employees have a life outside work and, in some instances, there may be a family emergency.
   A range of paid leave is available at the trust's discretion for example emergency childcare leave, bereavement leave, time off for interviews, a day off to move house.
- Sick Pay We also provide sick pay for up to 12 months
   (6 months full pay then 6 months half pay) and paid time off to
   attend hospital appointments (if this can't take place outside of
   working hours).
- Car Parking Facilities Employees enjoy the benefits of free car parking throughout our sites.



## FREE HEALTH PROTECTION

Our Health Cash Plan allows you to claim money back, up to set limits, towards the cost of your essential healthcare, as well as providing access to valuable health and wellbeing services.

You can rest assured that your cover will help with your bills, so it's a great way to help you budget for your everyday health costs.

## What you can claim for?

- Optical
- Dental
- · Therapy treatments
- Chiropody
- · Health screening

Flu vaccinations

On an annual
basis, all staff
have access to
a free-of-charge
flu vaccination
youcher.



## WHAT YOU NEED TO DO

- Register an account with Westfield Health www.westfieldhealth.com/my-westfield
- 2. Link your account number that you will have been provided in your welcome letter from Westfield Health. If you don't have it then do not worry, email our HR team on HR@gaet.co.uk
- 3. Submit your claim online within 13 weeks from the date of the receipt. You will need to upload the claim form and the receipt for your treatment (if you are at the dentist or optician then let them know it is to claim for the treatment and they will usually make sure it is the correct type of receipt).
- 4. Update your bank details on the website so you receive your money quickly.

Westfield Health Customer Care Team contact details: 0114 250 2000 or enquiries@westfieldhealth.com

Westfield Health Scheme Number (to quote if you contact them): 24773



## **CORPORATE BENEFITS**

As a member of Great Academies Education Trust you will have access to a wide range of discounts and offers.

## **WESTFIELD REWARDS**

Get discounts and rewards from hundreds of leading retailers, restaurants, and destinations.

## What do you get?

- · Special offers at hundreds of leading retailers
- Savings from big brands like M&S, Sainsbury's, Boots, B&Q, and many more
- Save £100s a year
- Save with one-off vouchers, reloadable discount cards, or receive cash back
- Many offers are in addition to sale prices, money off vouchers, and online promotions



## Search and download the smart spending app.

Link your account with the Westfield number that you will have been provided with.

# DISCOUNT FOR TEACHERS AND SUPPORT STAFF

Discounts for teachers, support staff, and every role in between!

As tough times get tougher, we know you'll be looking for places to save money.

From retail, travel, days out, and finance to earning cash back, as a Discounts for Teachers member, you can join thousands of your peers and start saving with their ever-growing list of exclusive teachers & education staff discounts.

## Join the community:

f /discountsforteachers

### Sign up:

www.discountsforteachers.co.uk



# ACCESS YOUR PAYSLIPS

# EASILY ACCESS OUR EMPLOYEE SELF SERVICE BY SCANNING THE QR CODE



Scan the QR code
Login to your account using your username and password.

## Our employee self-service allows you to:

- Access your payslip information
- Find web links to the pension schemes

   Teachers Pension Scheme for teaching staff; and Local Government Pension
   Scheme for support staff
- · Change your bank details
- · Change your home address



# **DEVELOPING CAREER PATHS**

We encourage professional and personal development to stretch your abilities and advance your career, with access to:

 Support for Early Careers Teachers, including designated additional planning time

National Professional Qualifications (NPQs)

· Institute of Line Management (ILM) courses

 Apprenticeships for new and existing staff, including Masters post graduate qualifications available through The National College

Coaching

· Health and safety training

Job-specific training courses

We are also developing career pathways for Great Academies roles. We carry out appraisals and want to openly discuss your aspirations, giving paid time off to attend interviews to demonstrate our commitment to supporting career progression.





Our Cycle to Work scheme enables employees to purchase brand-new bicycles and cycling equipment via salary sacrifice, making tax and National Insurance savings.

Contact: **HR@gaet.co.uk** for more information.

