





Employee Benefits at Bath and Wells Multi Academy Trust (the Trust)

Summary in Welcome Pack

For a complete and up to date list of available benefits to you including discount on gym membership please look on SharePoint.

 <p>Pension</p>	<p>Pension All staff are entitled to join the Local Government Pension Scheme or Teachers Pension scheme - both schemes are very generous, the employer contributions rates are very generous compared to other employers.</p>
 <p>Annual Leave</p>	<p>Annual Leave We choose to give generous leave entitlements. The annual leave entitlements given to support staff are more generous than the statutory entitlements. For Teachers, annual leave is combined within their contracts.</p>
 <p>Recognition</p>	<p>Within School Headteachers and managers give regular recognition to staff.</p> <p>Hub wide recognition Hubs are working together to develop methods of recognition at Hub level</p> <p>Long Service Long service is recognised for staff achieving 25 years continuous service</p>
 <p>Family Friendly Benefits</p>	<p>Flexible working and family friendly policies Flexible working is considered for all staff who meet the qualifying criteria, and many of our staff work flexible patterns to support their child care, elderly caring responsibilities or other things going on in their lives.</p> <p>Maternity, Adoption and Shared Parental Scheme We offer enhanced occupational pay for maternity, adoption and shared parental leave to all staff with more than a year's service.</p> <p>Childcare Vouchers Employees who are already in the Childcare Voucher Scheme with our Trust can purchase tax-free Childcare Vouchers that can be used for registered childcare providers. This includes school breakfast clubs and after-school clubs. Vouchers are purchased with gross pay, so no tax is payable on vouchers meaning a saving is made by the employee. After 1st October 2018 the childcare vouchers scheme was no longer available for new entrants. Similar childcare savings can be made through Tax Free Childcare www.childcarechoices.gov.uk</p>



Wellbeing

The Trust recognises the importance of happy and healthy staff. After listening to views of staff in the staff survey much work is being done to improve the MATs wellbeing offer to staff.

Values

Our Trust is led on a foundation of strong Christian values which guide us in ensuring fair and outstanding treatment of the staff we employ.

Occupational Health

We work with an Occupational Health provider to ensure that staff are safe and well in the workplace and that we are providing well-being support for staff wherever we can. Counselling and therapies can also be secured through Occupational Health for staff where needed.

Cycle to work bike purchase scheme

We offer a cycle to work scheme, under which staff can purchase a bike (and cycling equipment) under a hire purchase arrangement. Repayments come out of gross pay, so a saving is made as tax isn't paid on those repayments. This scheme is offered to assist with commuting costs, and to support staff health and wellbeing. Our cycle scheme Employer Code is 1a9eab.

Employee Assistance Programmes

You are eligible to access a free service made available to all employees and their immediate family. The service offers confidential expert advice, information and specialist counselling and support 24 hours a day seven days a week. Tel: 0117 9342121, Policy number KSC-242048-1623.

Parish support

The majority of our schools have strong connections with their local parishes which are also available to provide support.

Diocese of Bath and Wells support

Information, advice and support is available on all matters related to bereavement. This includes personal bereavement and when staff are involved in supporting bereaved children and their families within a school setting. For further information please contact David Williams who works within the Bath and Wells Education Department – david.williams@bathwells.anglican.org

Gym Membership

1610 – At 1610 you will be entitled to receive the Corporate membership monthly discounted price. Please look on their website for their current fees and location of their centres <https://www.1610.org.uk/>

Nuffield – Across the Nuffield gyms you will be entitled to 10% discount on their membership fees which vary in each location. <https://www.nuffieldhealth.com/>

Cadbury House – You are entitled to corporate membership, which includes use of the facilities and 10% off at the Bardolino Restaurant and bar, 20% discount Monday-Thursday and 10% Friday-Saturday on Spa treatments and 20% Discount in the salon.
<http://www.theclubandspabristol.co.uk/>



CPD and Training

Training & Continuous Professional Development
 We are committed to the continuous development of all our staff and run several CPD programmes. We also run a PDP scheme where staff wishing to progress with their career are supported to achieve their aspirations. We are developing and offer good opportunities for apprenticeships in partnership with training providers

We have CPD courses in place for staff in the following areas and we are continuously developing our offer:

English	Writing Moderation	Numeracy	Assessment Leaders
SENCO	Early Years	Deputy Head-teachers	Aspiring Leaders
NQT	NQT +1	TA Champions	Religious Education



Staff Involvement



Staff Survey
 An annual staff survey takes place in order to obtain staff views on a variety of topics. Staffs' views are considered, and actions are put in place to make identified improvements. A yearly communication is sent to staff sharing results and action plans, and a further communication is sent sharing progress for the year.

Staff Listening Events
 Staff listening events provide staff the opportunity to share their views on the organisation and share ideas for improvement


Trade Union consultation
 The Trust maintains a positive relationship with trade unions and professional associations and meets termly with recognised Trade Union Representatives who negotiate on behalf of teaching and support staff.



Sense of belonging
 We believe that by involving, developing and valuing staff and by supporting them to look after their wellbeing that our staff feel a sense of belonging to our organisation. We always strive to ensure every school within the Trust develops its own uniqueness whilst ensuring

<p>Sense of belonging</p>	<p>they are strongly part of the whole, this provides staff with a sense of belonging both at School and organisational level.</p>
 <p>Collaborative Working</p>	<p>Collaborative Working We are continuously developing new and unique ways for individuals and schools across our organisation to work together collaboratively. This not only enables staff to share best practice and develop their own practice it also provides staff with various professionals to contact and liaise with for support and advice.</p>
 <p>Addition Benefits</p>	<p>PS discount - is a site which provides on-line discount codes for employees within education and cash back. Their website is http://www.psdiscounts.com/</p> <p>CSSC Sport & Leisure – CSSC likes to promote health lifestyles, with a membership fee of £3.95 a month they provide taster days, My Active provides support for you achieving your goals, rewards you for being active, free entry to English Heritage sites, reduced tickets to Merlin theme parks. For more details visit WWW.CSSC.co.uk</p> <p>Unidays – https://www.myunidays.com/GB/en-GB?p=AQE Is open to our employees to receive discount from Apple of their Education store only https://appleeducationstore-spotlight.myunidays.com/</p> <p>Cosco – Is a wholesale store where you will be entitled to purchase their 'Individual membership', which is a yearly fee. You will also receive a second card for a spouse/domestic partner. If you wish to take your payslip as one of the ID requested, then please also take your driving licence / passport as an additional form of ID. http://warehouses.costco.co.uk/membership/#close</p> <p>Resident or Working in Bath? The B-Local scheme offers discounts at participating stores and leisure outlets, mid-week in term-time. To be eligible you must live or work in bath postcode BA1 or BA2 – visit www.bathbid.co.uk/services/b-local for details of discount offers.</p>

School Only Offer/Benefit

 <p>School Offer</p>	<p>The Works – if the school orders directly from The Works and type in Promo code EDUCATE you would get the following discount as a school:</p> <ul style="list-style-type: none"> • Spend Over £100 to get an extra 5% off your order • Spend Over £150 to get an extra 10% off your order • Spend Over £200 to get an extra 15% off your order • Spend Over £500 to get an extra 20% off your order <p>Easy Fundraising – If the school sets up an account they can promote</p>
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	<p>this to the parents / careers so that when they shop on line if thy go through this site it will give some cashback to the school account. Easyfundraising.org.uk</p> <p>Riverford – This is a supplier of organic food to people’s homes. As a school you will need to do is to register with Riverford; you will then be given a unique code. If this is given to parent/careers and they order from them on the third box delivered; £15 will be donated back to the school. (www.riverford.co.uk/vegfund)</p>
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