



# The Park Federation Academy Trust: Employee Benefits and Rewards

## Introduction

The Trust deeply values our employees, which is why recognising and appreciating our staff for their hard work is important to us.

We offer numerous benefits and rewards, including professional development, special leave, employee recognition programmes and wellbeing initiatives.

Every member of staff should feel valued and appreciated for their contribution to the success of the Trust.

This leaflet details some of the benefits and wider support schemes available to Trust staff.

## Enhanced Salaries

The Trust pays up to £1500 on top of national salaries for teachers on grades M1 and M3.

## Variable Compensation Scheme

The Trust includes Senior Leaders in an annual variable compensation scheme, paying up to 8% of salary.

## Professional Development

Staff have the opportunity to attend training and study for professional qualifications.

## Career Progression

The Trust offers opportunities to obtain experience and career progression across all 10 of our academies.

## Mental Health First Aiders

All our academies have mental health first aiders to support the wellbeing of our staff.

## Pension Scheme

All staff will be enrolled into the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS), with employers contribution rates up to 28.6%.

## Occupational Sick Pay

Staff receive up to 6 months full pay and 6 months half pay for periods of sickness absence.

## Occupational Maternity Pay

Staff receive up to 4 weeks full pay and 12 weeks half pay during maternity leave.

## Occupational Paternity Pay

Staff receive up to full pay for the full duration of paternity leave.

## Cycle to Work Scheme

The Trust's new cycle to work scheme means staff can save up to 42% on a bike and accessories.  
[www.cyclescheme.co.uk/681c006](http://www.cyclescheme.co.uk/681c006)

## Counselling, CBT, Support & Advice

Staff may receive up to 6 counselling sessions, a CBT course, as well as support and advice on various matters with our employee assistance program (EAP) with the Education Support Partnership.  
[www.educationsupport.org.uk](http://www.educationsupport.org.uk)

## Eye Care

Employees using display screens as a significant part of their role are entitled to reimbursement for an annual eye test. The Trust will contribute up to £70 towards an eye test and glasses for VDU use.

## Flexible Working

The Trust are committed to ensuring a work-life balance for all staff, and have a comprehensive flexible working policy available.

## Blue Light Card

Education staff can now sign up for a blue light card which offers discounts online and on the high street.  
[www.bluelightcard.co.uk](http://www.bluelightcard.co.uk)

## "Discounts for Teachers"

A website with exclusive discounts, cashback and vouchers for teachers and education staff.  
[www.discountsforteachers.co.uk](http://www.discountsforteachers.co.uk)

## Costco Membership

Education staff can sign up to membership at Costco.  
[www.costco.co.uk](http://www.costco.co.uk)

## Gym Membership

Better Gyms has a discounted membership option for those working in education "Better Health Community Network (Centre)".  
[www.better.org.uk](http://www.better.org.uk)

## Help with Childcare Costs

As childcare voucher schemes are no longer available, the government may be able to provide tax-free financial support with childcare costs for staff.  
<https://www.gov.uk/tax-free-childcare?step-by-step-nav=d78aeaf6-1747-4d72-9619-f16efb4dd89d>

## Coming soon...

- Electric vehicle charging points at our academies.

**Keep an eye out for further updates.**