

# Viking Academy Trust Total Rewards Package

**Defined  
Benefits Pension  
Scheme**  
(employers rates  
between 22.5% & 23.68%)

**Coaching and  
mentoring scheme**

**Be part of our  
amazing school  
community**

**Be part of a bigger  
movement to make  
a difference in the  
lives of our children**

**Health Promotion  
Advice**

**Person centred  
approaches to  
performance  
development**

**Great wellbeing  
support with access  
to free counselling**

**Enhanced  
occupational  
parental leave**

**Seasonal Flu Jabs**



**Friendly, inclusive  
and supportive  
colleagues**

**Occupational Health  
Support**

**Employee  
recognition with  
our Termly Viking  
Spirit Award**

**Flexible working  
opportunities**

**Access to Viking  
Payroll Services -  
No other payroll  
provider will care  
as deeply for you  
as we do**

**Free onsite parking  
in all of our schools**

**Free toast, cereal,  
tea and coffee!**

**Free extended day  
and holiday club for  
staff working during  
those hours**

**Mental Health First  
Aiders throughout  
the Trust**

**Great opportunities  
for personal and  
career  
development**

**Monthly HR Clinics:  
Be in the driving  
seat of your  
employment**

**Term time only  
working**

**Access to wellbeing champions**