

Viking Academy Trust Total Rewards Package

**Defined
Benefits Pension
Scheme**

(employers rates
between 22.5% & 23.68%)

**Coaching and
mentoring scheme**

**Health Promotion
Advice**

**Be part of our
amazing school
community**

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

**Enhanced
occupational
parental leave**

**Person centred
approaches to
performance
development**

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

Seasonal Flu Jabs

**Occupational Health
Support**

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

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

**Mental Health First
Aiders throughout
the Trust**



**Flexible working
opportunities**

**Work for a value-
based employer**

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

**Great opportunities
for personal and
career
development**

**Friendly, inclusive
and supportive
colleagues**

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

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

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

Access to wellbeing champions