



Coastal Academies Trust Employee Benefits

Effective Date: Jan 2024

Version 1 – reviewed by HR

1. Objective

The purpose of Coastal Academies Trust's Employee Benefit policy is to provide an overview of the primary benefits and their regulation that govern compensation and benefits to employees.

2. Scope and Applicability

This policy applies to all employees of Coastal Academies Trust

3. Policy / Process

a. Mandatory Employee Benefits

i. Pension (LGPS & TPS)

LGPS

The Local Government Pension Scheme (LGPS) is one of the largest public sector pension schemes in the UK with over 6 million members.

The LGPS is governed by regulations made by parliament. They consult with trade unions and employer representatives about the regulations.

The LGPS is an occupational pension scheme and a Career Average Revalued Earnings (CARE) pension scheme. A CARE scheme means your benefits are worked out on your pensionable pay each year and added together. Inflation is added to keep its value.

Key features of the LGPS

- Annual pension payable for life
- Automatically enrolled at the start of your career
- Option to convert some pension to a one-off, tax-free lump sum
- Lump sum death grant for death in service
- Survivor's pensions
- Pension increases with the cost of living - whilst building up and when it is in payment
- Ill health retirement provisions
- Normal retirement age equal to your State Pension age (SPa)
- The LGPS includes an employer contribution of 22.5%
- Under the scheme, you'll automatically pay from your salary into your pension each month. At the same time, your employer also contributes.

TPS

One of the great benefits of a teaching career is a secure pension that will help you save for your future.

The teachers' pension scheme is one of the most generous in the country. These are some of the key benefits of the scheme.

Key features of the TPS

- Automatically enrolled at the start of your career, and remain in the scheme when moving teaching jobs, unless you opt out.
- Under the scheme, you'll automatically pay from your salary into your pension each month. At the same time, your employer also contributes.
- The teachers' pension scheme includes an employer contribution of 28.68%
- It's a 'defined benefit' pension, which means that it's based on your salary rather than the amount you contribute.
- If your salary increases, the amount you and your employer pay will increase too. You can also choose to pay extra contributions if you want to
- Ill health retirement provisions
- Lump sum death grant for death in service
- Survivor's pensions

ii. Statutory leave

This covers sick leave, maternity leave, annual leave, national holidays, and other leave such as special leave including bereavement leave.

Coastal Academies Trust has adopted the following leave policies.

- Special Leave
- Sick leave – Managing absence add link to policy. CAT provides contractual sick leave in addition to statutory sick leave - up to 6 months full pay and 6 months half pay after 5 years' service.
- Maternity and paternity leave
- Annual leave as set out in the Blue book terms and conditions for support staff and Burgundy book for Teachers

iii. Flexible working

The Trust recognises that at some stages during their working lives, Employees may wish to request flexible working arrangements. The trust also acknowledges that qualifying Employees have a statutory right to make a flexible working request.

The trust will give reasonable consideration to requests made under these provisions and will endeavour to grant flexible working arrangements in do far as is practicable – taking into account the needs of the school.

b. Supplementary Employee Benefits

i. Cycle to work Scheme

Cycle2Work is a government initiative which offers the most cost-effective way to get new cycling equipment. The scheme is ran through your employer, meaning you do not have to pay tax or national insurance on these products – saving you up to 47%. This reduced cost is then simply deducted out of your payslip over 12 or 18 months.

Please contact your School Business Manager for further information on the process.

ii. IT Scheme

The IT Scheme enables you to afford the latest tech by spreading the cost and saving on National Insurance. This means that your salary goes further when you are looking to purchase the latest tech that you want or need.

Please contact your School Business Manager for further information on the process.

(Each staff member can have up to £1500 worth of cycle/tech scheme 'loans' at any one time. This is subject to the employee basic net pay)

iii. Childcare vouchers

Childcare Vouchers are now closed to new joiners, the deadline was the 04th October 2018. The Government's Tax Free Childcare Scheme has since been launched and is available to all eligible families. <https://www.gov.uk/tax-free-childcare>

iv. Learning and development

Teachers

The Coastal Academies Trust's Career and Professional Development Leadership Pathway has been designed to grow our future leaders from Early Careers Teachers, who are starting their journey, to those more experienced colleagues who are seeking Headship.

The Aspiring Middle Leader and Aspiring Senior Leader Programme centre around three modules: Raising Aspirations (teaching, learning and assessment); Curriculum (intent and vision); Pastoral (behaviour and attitudes.) These are presented and tackled through scenarios which challenge participants to think critically under pressure and reflect on the impact their decisions may have.

Educational support staff

Coastal Academies Trust recognises the important role support staff play across all of our schools and is committed to supporting their professional development. This course is designed to develop an understanding of the wider school setting, in addition to honing and developing knowledge and skills which will directly impact the young people with whom the support staff work. The course will incorporate evidence based approaches and allow participants the space to discuss relevant literature and form links with colleagues across the CAT schools.

V. Health and Wellbeing

Employee health is important to us at Coastal Academies Trust and we want to do everything possible to help employees stay healthy mentally and physically. Each school within the trust has at least one wellbeing lead on their staff. Two of our schools have achieved the wellbeing award. Each school is responsible for making staff aware of the

support available and how to access it. If you are unsure of what is available at your school speak to your headteacher or school business manager.

The trust has a staff wellbeing and mental health policy

Employees are offered a free Flu vaccination– individual schools will notify you at the appropriate time when these take place.

Employees have free use of the gym equipment at the school they are based at.