

EMPLOYEE BENEFITS



TRUST MISSION AND VALUES

Our core purpose at Brontë Academy Trust is to create a family of great schools, where every child gets the best start in life and the opportunity to thrive.

To enable us to achieve this, our vision is to deliver:



Great schools



Inspirational people



Strong foundations



We put pupils first

Prioritising each child, we create opportunities that pave the way for their growth, their success and ensure they thrive.



We learn together

Building collaborative communities where common purpose, and supportive structures allow knowledge, talent and expertise to flourish.



We act with integrity

Authenticity and honesty shape our interactions, and respect and care for others underscores our commitment to doing what's right.



We make a difference

Having passion, resilience and courage to take action so that we have the greatest possible positive impact on others.



Employee Benefits

At Brontë our vision of developing a Trust built around 'Inspirational People' recognises that the staff are our greatest asset and how they feel at work matters.

We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to deliver great schools, where every child gets the best start in life.

As well as a focus on tailored professional growth plans and the opportunity to work in a caring and high performing organisation, we offer competitive personal rewards and benefits to attract and retain talent.

This document outlines the benefits that Brontë Academy Trust staff receive.





Financial Wellbeing

Pay

We match national pay and conditions within the education sector. Our sick pay, maternity and paternity pay meet national standards.

Pension scheme

All associate employees are auto-enrolled into the defined benefit Local Government Pension Scheme operated by the West Yorkshire Pension Fund. This scheme includes a very generous employer contribution. You can opt out of the scheme at any time. All teaching staff are auto-enrolled into the Teachers Pension scheme. You can opt out of the scheme at any time.

Electric car scheme

Through our salary sacrifice car scheme, you can get a brand new hybrid or fully electric car, complete with insurance, road tax, replacement tyres, routine servicing and maintenance, as well as full breakdown cover, for a fixed monthly amount taken from your salary with significant tax savings.

Care Club Fees

All staff get after school care care club for free for all their children whilst they are working.

Blue Light Card

Save money on over 15,000 retailers

<https://www.bluelightcard.co.uk/newaccount.php>

Discounts for teachers

Save money on over 15,000 retailers <https://www.discountsforteachers.co.uk>

Home and electronics

Through our salary sacrifice car scheme, spread the cost on over 50,000 products with monthly payments direct from your salary.

Free basic will

Protect your plans for your inheritance and children through various free will writing.



Physical and Mental Wellbeing

Health support from Champion Health

We take a proactive approach towards taking care of your physical wellbeing which is our commitment to keeping you happy, healthy and fulfilled. By partnering with Class Insurance, Champion Health, Insight Healthcare and Fitback Physiotherapy, you can:

- Take a digital health assessment which gives you a valuable insight into your wellbeing as well as access to online material tailored to help you improve any areas of your wellbeing
- have access to 24/7 counselling and CBT to support your mental wellbeing
- have access to online physiotherapy consultations and face to face treatments, where needed, to support your physical wellbeing
- have access to a gold-standard training course in mental health and wellbeing.

Flexible working

Term-time only, part-time and other flexible working patterns are available for a significant proportion of roles.

Leave

A generous leave entitlement to all staff:

- 2 days paid dependent leave
- Paid Graduation days
- Paid moving house days

Occupational Health

Access to occupational health to help us to support you and manage your health.

Counselling

We offer a safe place to turn to when you need support.

Free Flu Vaccine

Prevent catching the flu or reduce its impact.

Free online GP

24/7 access to GPs and Advanced Nurse Practitioners for you.

Eye Tests

Protect your eye health & vision.(DSE/VDU users only).

Cycle To Work

Stay fit & healthy, reduce your carbon footprint and save up to 40%.

