

# Staff Benefits

As part of the Trust's commitment to providing a broad and flexible remuneration package we provide the following benefits in addition to pay.

These are:



## Pensions

Membership of the Teachers' Pensions Scheme ([www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)) for Teachers and the Local Government Pension Scheme ([www.lgpsmember.org](http://www.lgpsmember.org)) for support staff. Both schemes are 'defined benefits' schemes so you can see exactly what annual pension you will receive as it grows, based on your service and salary. Employee contributions are tiered accordingly salary and the Trust also contribute to your pension benefits.



## Ride to Work Scheme

A salary sacrifice scheme that enables staff to save up to 43% on the cost of a bicycle and/or cycle equipment and spread the costs over 12 months.



## Eye Tests

Staff who use Display Screen Equipment (DSE), such as PCs, laptops, tablets and smartphones, for work purposes on a daily basis and for continuous periods of an hour or more, can claim re-imbursment of an eye test.

Where an optician certifies that a new or altered prescription for glasses is required solely for DSE usage, the Trust will contribute towards the cost of frames, lenses and any special prisms or tinting, subject to a maximum of £30 in total every two years.



## Qualification Fees

Contributions towards fees and related expenses for approved qualifications that are relevant to an employee's role and professional development.



## Season Ticket Loan

An interest free loan to purchase an annual season ticket for travel by rail, bus or an Oyster travelcard.