

# Venturers Trust - Staff Benefits

v. 1 Sept 2017

*For all staff on either Merchants' Academy Trust or Venturers Trust contracts and working over 10 contractual hours per week*

Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognize the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits include:

## **Wellbeing Health Cash Plan**

A valuable Health Cash Plan that provides cover for routine healthcare such as dental check-ups, eye tests, physiotherapy, acupuncture and specialist consultations for quick access to diagnosis.

This cover also includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans and selected private package surgeries. Benefits for children of employees are included free.

## **Employee Assistance Programme**

The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education. The service provides access to:

- Stress helpline
- Structured telephone counselling
- Referral to face to face counselling
- Referral to serious illness and accident support
- Tax advice
- Legal advice (the EAP will not provide employment law advice)
- Elderly care
- Medical information

## **Training and Development**

First class training and development opportunities are provided within the Trust, including an outstanding induction programme for newly qualified and experienced teachers.

## **Higher Degree Support Funding**

Significant contribution to the funding of an MSc in the Graduate School of Education at the University of Bristol by the Trust and the University of Bristol as our joint sponsors.

## **Research Practitioner Bursaries**

Awards of up to £1,000 per project to cover costs such as resources, cover, visits to other schools for staff to undertake in-house research that would benefit the Academy.

## **Professional Development**

w.e.f. Sept 2018 : 10 Professional Learning days per year (\*excepting Colston's Girls' School who have 5)

## **Bicycle Purchase Loans**

After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the 'Cycle to Work' scheme.

## **ICT Loans**

A loan repayable over a 2 year period as part of a Salary Sacrifice scheme.

## **Interest Free Season Ticket loan**

The option to purchase a season ticket with an interest free loan, deducted from salary in monthly installments over a 12 month period.

## **Retail discounts**

We provide a discount retail platform for our staff offering an extensive range of free goods/services and discounts including free mobile phone insurance, free breakdown cover, free Tastecard as well as discounts from companies including Tesco, Sainsbury's, M & S, Boots, Amazon, Argos, Apple, HP, Cineworld, Vue and thousands more. The Wellness Hub provides access to free programmes and heavily discounted use of several national health and fitness centres.

## **Professional Introduction Incentive**

Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction.

## **Relocation Support**

An interest free loan to staff who are relocating repayable over 2 years up to £5,000 or the equivalent of 2 month's salary.