

BENEFITS OVERVIEW



WEST BUCKLAND
SCHOOL

2025

INTRODUCTION

West Buckland School is committed to the well-being of our employees. We are proud to offer a comprehensive benefits program that provides high-quality options to support your health, wellbeing and financial security.

FLEXIBLE PENSION OPTIONS

Academic staff can choose from the following options:

- Remain in, or join, the Teachers' Pension Scheme
- Opt out of TPS and join the School's Defined Contribution scheme APTIS provided by Aviva
- Opt out of participation in either TPS or APTIS (Periodically re-enrolled automatically in line with Government auto-enrollment policy).

Support staff can join the People's Pension Scheme – for those not eligible for auto-enrolment you can still ask the School to enrol you.

EYE CARE

Giving employees the freedom to seek eye care from the optician of their choice, West Buckland School will reimburse the cost of an eye test (up to £30) for habitual Display Screen Equipment users. DSE users can also claim up to £60 contribution towards spectacles should they require a prescription incorporating DSE Use.

SCHOOL FACILITIES

Employees have use of:

- On-site swimming pool
- On-site gym
- Wellbeing classes (e.g. yoga)
- Free on-site parking

SALARY EXTRAS PLATFORM:

- Shopping vouchers
- Cycle to Work scheme
- Motorsave scheme
 - Tech scheme
 - Savings club
- Financial Education
- Offers & discounts
- Healthy living tips/discounted gym memberships
- Cinema discounts

LIFE ASSURANCE

Provided by Unum Insurance

West Buckland School provides their employees with life assurance death in service benefit as follows:

- Academic staff who have opted out of the TPS receive a benefit amount equal to 3 x basic annual salary to age 70
- Support staff receive a benefit amount equal to 2 x basic annual salary to State Pension age.

EMPLOYEE ASSISTANCE PROGRAMME

Provided by Salary Extras

An Employee Assistance Program (EAP) is provided to all employees. The EAP gives employees 24-hour access to confidential support, professional advice and short-term counselling to help them deal with personal and work-related problems that are impacting their physical and mental wellbeing at work.

HEALTH & WELLBEING SUPPORT SERVICES

Provided by Help@Hand

Employees covered by the Unum Life Assurance can also take advantage of Help@Hand support service, providing the following services accessed through one easy-to-use app:

- Mental health sessions
- Remote GP access
- Physiotherapy sessions
- Medical second opinion
- EAP including 24/7 helpline, financial support, legal support, bereavement support
- Lifestyle coaching
- Personal training sessions
- Nutritional consultations
- Wellbeing content and calendar



PERSONAL ACCIDENT PLAN

Provided by Chubb European Group

Employees are covered by the School's Group Personal Accident Insurance which pays a benefit in the event that an employee:

- dies or suffers a permanent disability; or
- are permanently disfigured or scarred; or
- suffer damage to teeth or fracture bones as a result of an accident.

Employees are covered 24 hours a day, worldwide.

ENHANCED ALLOWANCES

West Buckland School offers occupational schemes in addition to the statutory requirements for:

- Maternity Pay
- Paternity Pay
- Sick Pay
- Dependent's Leave

And for 52-week support staff a generous 25-days holiday per year, plus bank holidays and a Christmas shopping day.

FEE REMISSION

Those staff with children who are eligible to attend the school can receive a fee remission of up to 50% per child.

OTHER BENEFITS

Other benefits enjoyed by staff at West Buckland School include:

- Free lunches whilst on duty
- Free beverages
- Reimbursement of professional fees
- School events – concerts, theatre productions, sporting events
- Continued Professional Development

For further information on the range of benefits on offer, please speak to the HR Manager or email: hr@westbuckland.com