

YOUR BENEFITS PACKAGE

We empower | We respect | We care



Our mission

We nurture curiosity, develop wellbeing and empower children and young people to go beyond their aspirations. Together, we make a difference in our diverse communities and in the lives of those who learn with us and work with us.



At Diverse Academies, you'll find yourself in a vibrant, inclusive and supportive environment, where everyone can grow, progress and achieve a fulfilling career.

We offer a fantastic range of rewards and benefits, challenging and interesting work, and opportunities to achieve your potential.

We know that every individual is different, so our benefits package aims to offer something for everyone. In this guide you'll find a snapshot of what is available.

We're proud of our people and hope that if you join us, you'll be proud to be a Diverse Academies person too.

Professional development

We are committed to supporting you in your career with us. Through the **Diverse Association for Professional Learning**, we offer a wide range of high quality learning and development opportunities to enable you to carry out your role, develop your personal effectiveness and wellbeing, enhance your leadership and management skills, and progress with us.

Induction

To help welcome you and ensure you are able to settle into your new role and team, you will receive a structured induction programme facilitated by your line manager and colleagues.

Knowledge sharing

We believe in the power of knowledge sharing. We offer a collaborative working environment, where you will be actively encouraged to engage with people across the Trust and beyond.

Training and development

You will have access to extensive training and development courses, programmes and networks – plus apprenticeship opportunities and personalised support to help navigate your career pathway.

Coaching culture

We adopt a positive culture of coaching to support your personal development, so you will feel empowered and trusted to shape and drive your own professional development.



Pensions



Teachers' Pension

If you are a teacher, you are contractually enrolled into the Teachers' Pension scheme and will pay directly into this from your salary each month, which is then topped up by an employer contribution. It's a great way to save for your future and also pay a little less tax every month, as you are taxed on your salary after your pension contribution has been taken.

The Teachers' Pension Scheme is a defined benefits scheme – that means it offers teachers a guaranteed income in retirement based on annual pensionable earnings, rather than a scheme that is reliant on how investments perform (a defined contribution scheme). So, you can see what pension benefits you have built-up and can work out how much pension you will receive at your chosen retirement date. You can also take part of your pension as a tax free lump sum when you retire. In the event of your death, a pension is payable to your beneficiaries. An enhancement is applied if you die in service or die after retirement on grounds of ill-health with enhanced or total incapacity benefits.

As long as you are in eligible employment, your pension stays with you, wherever you go throughout your teaching career. You can check on what benefits you are building up at any time through the My Pension Online platform.

Local Government Pension Scheme (LGPS)

If you are joining us in one of the many other wide and varied roles within the Trust, you will automatically be enrolled onto the Nottinghamshire LGPS. And, just as with the Teachers' Pension, you will benefit from a secure scheme with employer contributions.

The LGPS is a defined benefit pension scheme which means your pension is based on your salary and how long you pay into the scheme. Your pension is not affected by how well investments perform. The LGPS provides you with a secure and guaranteed income every year when you stop working. You also have the option to exchange part of your pension for tax-free cash when you take it.

You receive tax relief on the contributions that you pay. You can boost your pension by paying more contributions, which you would get tax relief on. You can also pay half your normal contributions in return for half your normal pension – known as the 50/50 section of the scheme. It is designed to help members stay in the LGPS when times are financially tough.

Your family can also enjoy financial security with life cover and a pension for your spouse, eligible cohabiting partner and eligible children, in the event of your death while contributing. If you ever become seriously ill, you could receive immediate ill-health benefits.





Employee Assistance Programme

Sometimes it can be difficult to balance the pressures of work and home life. Health Assured provide caring support to both you and your immediate family on emotional, financial and legal matters. This extensive free online resource provides an immediate source of information on a range of issues from stress and anxiety to life stage events such as pregnancy, caring for others and separation and divorce. A team of fully qualified professionals manage the service, 24 hours a day, 365 days a year.

Health Hub

We take a collaborative, whole-organisation approach to employee health and wellbeing – engaging staff at all levels through workshops and information sharing to shape organisational strategy. Through our free Health Hub, delivered by our occupational health provider, we also offer all staff access to a wide range of wellbeing information.

Eyecare vouchers

We have partnered with Specsavers to provide display screen equipment users with a voucher for a free eye test and a contribution towards glasses if the glasses are needed for working with this type of equipment.

A man in a blue work coat is working on a wooden project at a workbench. He is using a screwdriver. Two school children, a girl and a boy, are standing next to him, looking at his work. They are wearing white shirts, blue ties, and blue aprons. The background is a workshop or classroom with various tools and materials.

Money saving offers and discounts

Through Salary Extras, we offer a range of money saving benefits including car, bike and technology schemes, plus discounts on gym membership, holidays, days out, cinema tickets, restaurants and top online shopping sites including instant voucher codes.

You will be able to register online to get more information and see how much you can save – plus, you can download the Salary Extras app to access everything in the palm of your hand.

Breakfast and after school childcare

If you have a child attending one of our primary academies within the Trust, you will be entitled to a free place in your child's academy-run breakfast or after school club (subject to availability). This offer also includes part time and casual contracts, where access to the provision supports your working pattern.



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