



# QUEST TRUST

EMPLOYEE  
BENEFITS



## **QUEST Multi Academy Employee Benefits**

As an employer we want to thank our employees for their hard work and commitment by giving them the opportunity to access a range of exclusive rewards and benefits.

From a generous pension scheme, a range of wellbeing support, to an employee benefits - what we offer at QUEST is much more than just a payslip.

Here are the fantastic rewards and benefits available for our employees:



### *Apprenticeships*

We pay into the Apprenticeship Levy, meaning that employees have access to a number of apprenticeship courses for continuous professional development.



### *Cycle to work scheme*

Purchase a bike and accessories up to the value of £2500 via salary sacrifice.



### *Employee Recognition*

Quest recognises our employees in a number of ways on a regular basis and we encourage all colleagues to support and encourage one another in the same way. From small gestures of thanks to on occasion e.g. termly/annual basis, employee recognition events.



### *Employee Assistance Programme*

Confidential service supporting a range of items including, counselling, stress intervention, support services including family related issues, bereavement, stress, financial and legal to name but a few.



### *Eye Care Scheme*

All employees who regularly use display screen equipment as a requirement of their role can claim free regular eye tests and/or a contribution towards glasses in accordance with HSE guidelines.



### *Flexible Working*

All employees are eligible to apply for Flexible Working across the Trust.



### *Winter Flu Vaccination Programme*

We offer free flu vaccinations on an annual basis to all employees.



### *Free on-site parking*

Employees have access to free car parking across all of our sites.



### *Access to Office 365*

All employees have access to Office 365, and a dedicated ICT Support Team to assist with any ICT related queries.



### *Pension Scheme*

Generous Pension Schemes, including Teachers' Pension and Local Government Pension Scheme. Employees automatically opted in to relevant scheme upon appointment.

<https://www.gmpf.org.uk/> <https://www.teacherspensions.co.uk/>

Employees may opt out by contacting the Trust HR Officer 01942 834000



### *Paid Mileage for Business Travel*

Employees are able to claim mileage for business travel if required to undertake pre-approved business travel within the working day.



### *Opportunities to Learn & grow*

A range of training and learning opportunities to support you in your career at QUEST.

*Opportunities for career progression and secondment across the Trust schools.*



### *Professional Learning & Development*

For Associate staff and Teachers, through professional learning and development sessions and performance management appraisal process.

### *Play Pals Childcare Discount*

We understand the raising costs of childcare, so we offer all staff a discount at all Play Pals Nurseries and Wrap Around Care settings



### *Trade Union & Joint Consultative Negotiating Committee (JCNC)*

We are supportive of colleagues joining a union of their choice. The Trust works successfully with our internal Trade Union colleagues and local branch representatives.



### *Opportunities to Shape and Innovate*

Regular engagement sessions and ways to feedback so that your voice is heard and valued, and your ideas are acted upon.

# YOUR TRUST

## *your benefits*



### *Savings*

Option to join AVC and Credit Union Schemes.



### *Supporting Attendance*

Using our new sickness management framework.

SUPPORT

### *Supportive Staff and Manager*

Induction guiding you through your new role ensuring you feel welcomed to the Trust, understand our values and the way we work.



### *Tax-free Childcare Government Scheme*

You can claim up to £500 every 3 months (up to £2,000 a year) for each of your children to help with the costs of childcare. You can get Tax-Free Childcare at the same time as 30 hours free childcare if you're eligible for both.



### *Special Leave*

Special leave can be granted in certain circumstances with approval from the Headteacher/Line Manager.



### *Working Pattern*

Structured working pattern with a two week break in October.



### *Mental Health First Aider*

We have a trained Trust Mental Health First Aider who is accessible and able to offer support. All conversations are confidential and not shared with the Trust.



### *Wellness Day*

An additional day leave for you to spend time on your own wellness. A day to rest and recuperate, bringing your best selves back to work

YOU ARE  
NOT ALONE

### *Well-Being Champions*

We have recruited a number of champions across the organisation to listen, support and signpost you to relevant services.



### *Parcel Delivery to School*

We understand how difficult it can be especially during the festive periods to ensure you receive your parcels. QUEST School Offices are happy to accept your parcel deliveries and you are able to collect from the office.

# Contractual Benefits



## *Family friendly policies Occupational Maternity/ Paternity/Adoption, Fostering Pay/Shared Parental Leave*

When new arrivals join your family, we want you to spend time together and provide occupational pay (subject to qualifying criteria) in addition to statutory payments to support you during the important early days.



## *Generous Annual Leave Entitlement*

Associate staff working Full Year commence with a minimum of 26 days leave, plus statutory bank holidays (increasing to 31 days after 5 years' service).



## *Incremental Progression (Associate Employees)*

QUEST follows the nationally agreed NJC pay scales for all associate employees. Every September, associate staff should expect their salary to increase by one spinal column point until they reach the top of their grade.



## *Occupational Sick Pay*

For those times that you are not well enough to be in work, we provide occupational sick pay to help you financially. One less thing for you to worry about. This is in line with the NJC Burgundy book's terms and conditions for Teachers and the Green Book for associate staff.

*Other external websites/offers of potential interest for anyone working in education include:*

*Discount for Teachers - <https://www.discountsforteachers.co.uk/>*

*Teacher Perks - <https://www.teacherperks.co.uk/>*

*UNiDAYS -*

*<https://www.myunidays.com/GB/enGB/partners/appleeducationstore/spotlight/online>*



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