

# Our Benefits

At Creative Education Trust, we are committed to supporting our colleagues throughout every stage of their career and personal journey. Our comprehensive benefits package is designed to promote wellbeing, professional growth, financial security, and recognition for the valuable contribution our staff make every day.



**CREATIVE EDUCATION TRUST**  
*Unified Purpose, Empowered People*

Ambition. **Equity.** Opportunity.

# Professional Learning and Development

*We invest in your future*

At Creative Education Trust, learning and development is a lifelong journey. From your first day with us, you'll have access to a wide range of opportunities designed to help you grow professionally, build confidence and achieve your career aspirations.



Through **ElevatEd**, our dedicated learning platform, colleagues can access face-to-face training, online learning and specialist development programmes covering everything from middle leadership and safeguarding to autism awareness and curriculum excellence.

We deliver annual Trust-wide conferences, including our Safeguarding and Learning & Teaching conferences, alongside regular networking opportunities that enable colleagues to collaborate, share best practice and learn from experts across our schools.

## Early Career Teacher Programme

As delivery partners for the Ambition Institute, we provide structured support for Early Career Teachers and their mentors. This programme is embedded within school development plans and delivered through Steplab, helping new teachers thrive from the beginning of their careers.



## Apprenticeships

Our apprenticeship programmes offer valuable opportunities to gain recognised qualifications, develop practical skills and create clear pathways for progression across both teaching and support staff roles.



# Health and Wellbeing

## *Supporting you every step of the way*

We understand that balancing work and personal responsibilities can sometimes be challenging. That's why we're committed to supporting the wellbeing of our colleagues and their families through a comprehensive range of services and resources.

### **Employee Assistance Programme (EAP)**



Our confidential Employee Assistance Programme, provided by Health Assured, offers 24/7 support for you and your immediate family members. Whether you're facing personal, financial, legal or emotional challenges, expert advice and guidance are always available. Every call is handled by an experienced therapist or advisor in a supportive, non-judgemental environment.



Wellbeing Hub

Our **Wellbeing Hub** provides colleagues with a dedicated space to access a wide range of resources, information, and support designed to promote positive mental, physical, financial, and emotional wellbeing.

The Hub brings together guidance, practical tools, and wellbeing initiatives, helping colleagues and their families access confidential advice whenever they need it. Staff can also find resources on maintaining a healthy work-life balance, managing wellbeing, financial support, healthy lifestyles, and personal development.

Whether you are looking for everyday wellbeing advice, support during challenging times, or information about the benefits available to you, the Wellbeing Hub offers a central point of access to help colleagues thrive both inside and outside of work.



# Health and Wellbeing

*Supporting you every step of the way*



As part of the Government's Green Transport Plan, our **Bike2Work Scheme** enables colleagues to save up to 42% on bicycles and cycling equipment through convenient salary deductions. The scheme allows you to spread the cost through interest-free payments while supporting a healthier lifestyle and reducing your environmental impact. Whether you're commuting to work or cycling for leisure, it's an affordable way to invest in your wellbeing.

## Health Cash Plan - Financial Support When You Need It Most

Unexpected healthcare costs can arise at any time. Our Health Cash Plan provides valuable financial support by helping you claim back the cost of a range of everyday healthcare treatments for yourself and dependent children.

Eligible claims include:

- Dental treatment
- Eye care and opticians
- Physiotherapy
- Osteopathy and chiropractic treatment
- Hospital in-patient treatment, including cover for pre-existing conditions

The scheme provides additional peace of mind, helping you access the care you need without worrying about the financial impact.



# Health and Wellbeing

*Supporting you every step of the way*

## **Gym Membership - Supporting Your Fitness Goals**

Through our discounted GymFlex membership benefit, colleagues can enjoy access to over 3,000 participating gyms, health clubs and leisure centres across the UK. Simply choose a participating gym and sign up through the scheme. Membership costs are spread over 12 months through salary deductions, making it an affordable way to prioritise your health and wellbeing.

Whatever your fitness goals, we're here to support your journey.



## **Lifestyle Savings and Discounts - Making Everyday Savings Go Further**

Through our partnership with Vivup, colleagues can access a wide range of discounts and exclusive offers designed to help make everyday spending more affordable.

From supermarket shopping and household bills to leisure activities, local businesses and major retailers, there are savings available across many aspects of daily life.

These benefits form part of our wider commitment to supporting colleagues both in and outside the workplace, helping you get more from your money all year round.



# Pension

## *Building a secure future*

We are committed to helping colleagues plan confidently for retirement through access to high-quality pension schemes.



### **Teachers' Pension Scheme**

Teaching staff are automatically enrolled in the Teachers' Pension Scheme from their first day of employment. The scheme provides a secure retirement income, with options including a tax-free lump sum upon retirement.



### **Local Government Pension Scheme (LGPS)**

Support staff are eligible to join the Local Government Pension Scheme, one of the UK's largest and most respected public sector pension schemes.

As a defined benefit scheme, your pension is based on your earnings and length of service rather than investment performance, providing a secure and reliable income in retirement.



# Recognition and community

## *Celebrating success together*

At Creative Education Trust, we know that our people make the greatest difference to the lives of our students. That's why recognising and celebrating colleagues is an important part of our culture.

Our **Staff Recognition Scheme** provides opportunities to acknowledge colleagues who go above and beyond, demonstrate our values, support others and make a positive impact across our schools and communities.

Recognition helps foster a culture of appreciation, collaboration and belonging, ensuring that individual and team achievements are celebrated across the Trust.





# Additional benefits

## *Even more ways we support our colleagues*

### **Rental Deposit Loan**

Moving home can be expensive. Our Rental Deposit Loan Scheme provides an interest-free loan to help eligible colleagues cover tenancy deposits when moving into privately rented accommodation, up to the value of one month's net salary.

### **Dell Staff Discounts**

Colleagues can benefit from exclusive Dell discounts, including additional savings of up to 10% on selected PCs and accessories through the Dell Academic Staff Programme.

### **Microsoft Workplace Discount Programme**

Enjoy 30% savings on Microsoft 365 Personal and Family subscriptions, giving you access to premium desktop and online versions of Word, Excel, PowerPoint, cloud storage and more for personal use.

### **Professional Fees**

Where a professional qualification is a requirement of your role, Creative Education Trust will reimburse one professional membership fee each year.

### **Network of Mental Health First Aiders**

Our trained mental health first aiders provide a confidential, supportive first point of contact for colleagues who may be experiencing mental health challenges, offering a listening ear, signposting to appropriate support, and helping to promote a positive culture of wellbeing across the Trust.

