



**Academies  
Enterprise Trust**  
Find your remarkable



# A remarkable place to work

## OneAET | Benefits

| Be unusually brave | Discover what's possible | Push the limits | Be big-hearted |

[www.academiesenterprisetrust.org](http://www.academiesenterprisetrust.org)

# Inspire their remarkable

We passionately believe that every child can discover their own remarkable life. It's what motivates us around here.

We know this vision requires something extra. Which is why at AET, you'll find more.

More opportunities so you can forge your own path. More care and support, so you can prioritise what matters most. More purpose, for you and for the children we're inspiring.

And...That's why we have developed a comprehensive staff benefits package offering more remarkable flexible benefit schemes and offers.

This booklet will give you information about the range of benefits you can access. It will also direct you to where you can find more information about each benefit, so that you can understand the detail and any tax implications that may apply.

## More benefits...

**New in role?** As soon as you've received your google account you will be able to access the online benefits section.

For current colleagues login into: #OneAET Benefits for full details of all benefits.

# More benefits, a summary:

## Automatic benefits with AET:

- Employer funded healthcare scheme
- Teachers' Pension and Local Government Pension scheme

## Optional benefits:

- Career development
- Childcare vouchers (applicable if already enrolled pre October 2018)
- Lifestyle savings
- Employee assistance programme
- Financial advice

## Optional benefits once you have successfully completed your probationary period:

- Affordable loan scheme
- Cycle to work scheme
- Home electronics and mobile phone scheme
- Online bike shop scheme
- Travel & leisure scheme



# A quick guide to benefits already offered with AET

For full details go to: [#OneAET Benefits](#)



**Dental £55\***

**Dental trauma £110\***

**Optical £55\***

**Complimentary  
Therapies £135\***



**Allergy testing £50\***

**Health screening  
£100\***



**24hr helpline  
Employee assistance  
programme:**

**Counselling  
Medical information  
Legal advice**

## Employer funded healthcare scheme

This Academies Enterprise Trust Health Cash Plan provides cover towards the costs of a range of everyday healthcare expenses such as dental treatment, diagnostic consultations and new spectacles. This insurance is sold by BHSF Employee Benefits Limited and underwritten by BHSF Limited. In deciding to purchase this product You will not receive advice or personal recommendation from us.

### Key Features and Benefits

- Cover is provided on a personal (policyholder and children aged under 18), or family (policyholder, partner and children aged under 18) basis and the persons covered are named in the policy schedule.
- Cover is provided without a medical.
- Benefits are payable at 100% reimbursement of the cost of treatment or service, up to annual limits for a number of everyday healthcare items such as optical, dental and for the costs of diagnostic consultations with a specialist.

Further details can be found in the Benefit Schedule section of the Policy Details.

- A GP consultation service providing telephonic and webcam access to qualified GP's is provided. Further details can be found in the Benefits section of the Policy Details.

*\* Maximum refund over scheme year*

## Teachers' Pension

**Once you start teaching you're contractually enrolled into the Scheme from day one and your temporary Teachers' Pensions number becomes permanent.**

Here are the top things to remember when it comes to understanding the benefits of your teachers' pension.

1. It provides you with an income for your retirement and you can even take part of your pension as a tax free lump sum when you retire.
2. You and your employer pay contributions towards the cost of your pension. So it's a great way to save for your future and also pay a little less tax every month, as you're taxed on your salary after your pension contribution has been taken.
3. Your pension benefits are for you and your loved ones. It doesn't belong to your employer and it doesn't belong to the government.
4. As long as you're in eligible employment your pension stays with you, wherever you go throughout your teaching career.
5. You can check on what benefits you're building up at any time with your online Benefit Statement.
6. The Teachers' Pension Scheme is a Defined Benefit Scheme based on your annual pensionable earnings, re-valued each year, rather than a scheme reliant on how investments perform, so you can see what pension benefits you've built up and can work out how much pension you'll receive at your chosen retirement date. for more detail go to: <https://www.teacherspensions.co.uk>



# Local Government Pension Scheme (LGPS)

**The LGPS gives you:**

**Secure benefits** – the scheme provides you with a future income, independent of share prices and stock market fluctuations.

**At a low cost to you** – with tax-efficient savings.

**And your employer pays in too** – the scheme is provided by your employer who meets the balance of the cost of providing your benefits in the LGPS.

## What kind of scheme is it?

The LGPS is a tax approved, defined benefit occupational pension scheme which was set up under the Superannuation Act 1972 (but, in the future, scheme rules will be made under the Public Service Pension Schemes Act 2013). The LGPS was contracted out of the State Second Pension scheme (S2P) until 5 April 2016; from 6 April 2016 the 'contracted out' status ceased to exist for all pension schemes due to the introduction of the single tier State Pension. The LGPS meets the government's standards under the automatic enrolment provisions of the Pensions Act 2008. The amount of pension you earn in a scheme year is worked out each year and added to your pension account. The total amount of pension in your pension account is revalued at the end of each scheme year so your pension keeps up with the cost of living. The LGPS is very secure because the benefits are set out in law.

## Career development

**New in role?** As soon as you've received your google account you will be able to access **#OneAET Learning & Development**.

**For current colleagues login into #OneAET Learning & Development for full details and view even more opportunities to develop your career.**



We appreciate the importance of work, life balance.

And, we've been working with business partners to select more schemes which support this. See overleaf.

## Childcare Vouchers - Sodexo

### Important changes to the Childcare Vouchers scheme

Unfortunately, the Government closed the Childcare Vouchers scheme to **new** entrants on 4th October 2018. This means that if you're a parent looking to join Childcare Vouchers for the first time, that option is no longer available to you.

**However, those parents already on the scheme can continue to benefit from the savings as long as their child remains eligible\*, they stay with the same employer, and they have had a wage adjustment and received vouchers within any 12 month period. \*Visit #OneAET Benefits for full details.**

# Even more benefits with AET

For full details visit: [#OneAET Benefits/Vivup](#)



**Healthier  
employees**

When it comes to work, life balance, we've negotiated some remarkable schemes for you.



**Healthier  
families**

and your family.



**Healthier  
finances**

Take the pressure off your finances with schemes that will save you money and help you budget.

**Vivup... As an AET employee you can start saving straight away, with 150 lifestyle savings and instant discounts from hundreds of well-known retailers.**





## Healthier employees, Healthier families

### Cycle to work scheme

The Cycle to Work scheme is a tax-exempt Government initiative where employers can loan bicycles and eligible cycling safety equipment to eligible employees for their commute to work through a salary sacrifice arrangement over 12 months. The value of equipment ordered per employee can be unlimited if the employer has their own Consumer Credit Licence. Those employers who do not have a Consumer Credit Licence are able to work under the Group Consumer Credit Licence in place for the Cycle to Work Scheme, where the total value of equipment ordered cannot exceed £1000 per employee.

#### How can this benefit you:

- Salary sacrifice scheme (affordable, monthly salary reductions over a period of time, no credit checking, etc)
- Reduce carbon footprint
- Beat the traffic queues
- Get fit and healthy
- Savings on Income Tax (IT), National Insurance (NI) if applicable.
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### Online bike shop scheme

Order any bike directly through the Vivup portal.  
Take ownership of goods after 7 days of receipt.

#### How can this benefit you:

- Bikes for the whole family
- All products outside of Cycle to Work Scheme limitations
- Healthier finances, through monthly instalments paid direct from your salary.





## Healthier employees, Healthier families

### Travel & leisure scheme

It's no secret that getting away from it all, even for a couple of days, can do wonders for your mental and physical health. Whether you need a holiday or just a great experience such as a night out at the theatre the Travel and Leisure Scheme enables you to get away and re-charge by spreading the cost of a holiday/experience the easy way by a monthly reduction in your salary, with no credit checks

Whether you enjoy soaking up the sun, doing something active or experiencing a spot of culture, our partner Travel Accounts has something for everyone with over 90 providers available to choose from including STA, TUI, Kuoni and Expedia. The Travel and Leisure Scheme gives you the choice of flights, accommodation, music festivals, cruises or theatre tickets plus much, much more!

How can this benefit you:

- Book holiday now with monthly salary reductions over 12 months
- No deposit.

**Now with:**

- Complete financial protection with trips protected through ABTA bonding and ATOL membership
- COVID-19 booking protection\* (see website for full details)

OneAET | Benefits helping you discover a world of possibilities and opportunities.





## Healthier finances

### Affordable loan scheme

**Neyber** has been introduced to give employees everything they need to improve their financial wellbeing. From feeling more in control of their money, to building savings for the future and having access to a fair way to borrow - we think Neyber offers employees everything they need for a better (financial) life.



#### **Financial Wellbeing Hub**

Simple, jargon-free financial education to help you feel confident in money matters with all the information you need, from getting on top of debt to saving for your future.

- Free Financial Health checks reveal how well you're managing your money and recommend some next steps
- Set your financial goals and Neyber will share the most relevant content to suit you
- Tools and calculators do all the number-crunching for you.



#### **Salary-deducted loans**

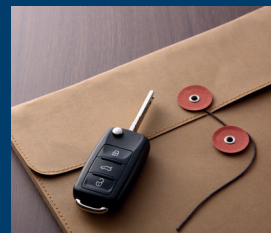
Borrow between £2,000 - £25,000 at one of Neyber's four fixed rates:

- 3.9% APR
- 8.9% APR
- 13.9% APR
- 18.9% APR

You don't need to worry about late fees or remembering repayment dates. The same fixed amount will automatically be deducted from your salary every month.

You can choose to pay off your loan early or to make single lump sum payments to reduce your outstanding loan balance at any time. There are no changes for early repayment.

A free loan eligibility checker shows you how much you can borrow before you go ahead with an application - with no impact on your credit score.





## Savings and investments

Start earning a tax-free return on your savings by exploring the range of ISA products on offer;

- General Investment Account
- Stocks and Shares ISA
- Junior ISA
- Lifetime ISA
- Cash ISA

You can set up how much you want to contribute to your ISA, from as little as £10 per month, and the payments will be taken by direct debit. Also, you can transfer any existing ISAs you may have, start investing with a regular contribution or lump sum.

**To find out more, activate your free Neyber account at [www.neyber.co.uk/oneAET](http://www.neyber.co.uk/oneAET)**

### Important information:

- Please remember that investments can go down as well as up and you may get back less than you invested
- Representative example: 8.9% APR Representative based on a loan of £7,800, Repayable over 4 Years at an interest rate of 8.9% PA (fixed), Administrative fees: £0, Monthly payment of £192.46. Total amount payable £9,238.29
- All loans subject to status and lending criteria. Rates shown are accurate as at time of publication.



Your wellbeing is important to us and fundamental in ensuring every child is inspired to choose a remarkable life!

Start using your discounts scheme now to access health and wellbeing offers.



## Healthier finances

### Lifestyle saving schemes

Voluntary discounts (not through payroll) which are integrated into the vivup platform allowing you to access a discounts across hundreds of retailers at the point of purchase as well as other specially chosen discount options to support your health and wellbeing.

How can this benefit you:

- A wide range of discounts covering the activities and things you buy most often allowing you to save on everyday purchases.
- Products and offers that you would not normally have access to are available to support your health and wellbeing.

### Home electronics & mobile phone scheme

Order Home Electronic goods including Mobile Phone hardware directly through the Vivup portal.

Take ownership of goods after 7 days of receipt.

How can this benefit you:

- Discounts off of home electronics and mobile phones
- Healthier finances, through monthly instalments paid direct from your salary.



# WESLEYAN

*we are all about you*

## AN INTRODUCTION TO WESLEYAN'S SERVICES FOR AET MEMBERS



Wesleyan is a financial services mutual providing specialist financial advice to the education sector. We've been helping our customers for over 175 years.

We aim to build life-long relationships with our customers, providing specialist financial advice at every stage of their life – from graduation to retirement and beyond.

Wesleyan Financial Consultants work closely with their local schools to deliver important information to help school staff appreciate their pension scheme benefits, and make informed financial choices for their future.

### What Wesleyan can provide for AET members:

Our financial consultants work with their local schools and colleges throughout the UK to help staff make informed choices about their financial wellbeing. Our services are provided without fee or obligation.

#### Expert individual advice and planning on areas including:

- ▶ Teachers' Pension Scheme (TPS)
- ▶ Local Government Pension Scheme (LGPS)
- ▶ Your choices at retirement
- ▶ Tax implications pre/post retirement
- ▶ Lifetime and Annual Allowances
- ▶ Savings and Investments
- ▶ Mortgages
- ▶ Protection
- ▶ Insurance

#### Free workplace visits to promote staff financial wellbeing:

- ▶ **TPS/LGPS presentations** – overview of scheme benefits and options, suitable for all staff
- ▶ **Teachers' preparing for retirement seminar** – for those considering or approaching retirement
- ▶ **Pension Taxation Briefings** – overview of potential tax implications (Annual and Lifetime Allowance) for higher earning members with longer service in TPS/LGPS
- ▶ **In-school surgery days**

To access links to your pension scheme provider; calculate your benefits, read useful articles and news updates, or to request an appointment with your local Wesleyan Financial Consultant - visit [www.wesleyan.co.uk/moneymatters](http://www.wesleyan.co.uk/moneymatters)

Financial advice: retirement planning • investing • funding • insurance

Advice is provided by Wesleyan Financial Services Ltd.

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