

YOUR EMPLOYEE BENEFITS



THE PRIORY
LEARNING TRUST

— CHERISHING STAFF —

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THE PLATFORM



The PLATform

Housing your employee benefits

WELCOME TO THE PLATFORM – THE HOME OF YOUR EMPLOYEE BENEFITS 😊

ON THE PLATFORM, YOU CAN FIND OUT ABOUT THE GREAT BENEFITS AVAILABLE TO YOU AS AN EMPLOYEE OF THE PRIORY LEARNING TRUST. YOU CAN ALSO ACCESS OUR DEDICATED WELLBEING CENTRE AND EXCLUSIVE SHOPPING DISCOUNTS THROUGH INSTANT VOUCHERS, RELOADABLE CARDS AND CASHBACK.

From groceries and fashion, to travel and utilities, hundreds of exclusive shopping discounts are available from top retailers on our online benefits portal. Accessed from any device or via the 'SmartSpending' mobile app, The PLATform allows employees to secure instant vouchers, reloadable cards and cashback, right from the palm of their hand.

In addition to retailer discounts, The PLATform provides a wealth of information on our other great employee benefits, and is home to our dedicated employee 'Wellbeing Centre'. It is regularly updated with valuable resources, and details of new perks, as they become available.

It also provides a platform for recognition; allowing employees the opportunity to share and celebrate successes on our recognition wall, or to nominate a colleague for one of our bi-termly 'TPLT Star' awards!

SIGN UP USING THE FOLLOWING LINK:
WWW.THEPLATFORM-TPLT.CO.UK →



HEALTH SHIELD (HEALTHCARE SERVICES)

AS PART OF OUR COMMITMENT TO 'CHERISHING STAFF', WE TAKE GREAT PRIDE IN SUPPORTING EMPLOYEE HEALTH AND WELLBEING. WE OFFER A FULLY FUNDED HEALTHCARE SCHEME FOR ALL EMPLOYEES AND THEIR DEPENDANTS; PROVIDING UNLIMITED ACCESS TO A 24/7 GP LINE & PRIVATE PRESCRIPTION SERVICE, ON-DEMAND PHYSIOTHERAPY SERVICES, AN EMPLOYEE ASSISTANCE PROGRAMME, ONLINE OR FACE-TO-FACE COUNSELLING AND CBT SUPPORT.

24/7 GP LINE

Speak with a qualified GP on the go and have a prescription delivered to your home or work address the very same day.

Accessible on your mobile, tablet or laptop device, the 24/7 GP line allows you to speak to a GP over the phone or via face-to-face video chat at a prearranged time to suit you. Available day and night, 365 days a year, the service is open to you, your partner and dependants, whenever you may need it.

Just call **0345 319 6462** and quote '72010'

EMPLOYEE ASSISTANCE PROGRAMME (EAP) LINE

Offering practical information and emotional support on a variety of subjects, the EAP helpline is available to you, your partner and dependants, 24/7. The helpline provides support on issues relating to family, bereavement, stress, legal, relationships, health, money management & debt.

The service also provides access to a team of qualified Counsellors, offering each employee up to 8 Counselling or CBT sessions, per issue, per annum. Please see [here](#) for full details.

Just call **0800 028 1963** and quote 'The Priory Learning Trust'.

PHYSIOTHERAPY LINE

My On-Demand Physio gives you direct access to a qualified Physiotherapist; providing you with a personal diagnosis, recovery programme, and ongoing support throughout.

During your initial assessment, your Physiotherapist will:

- Discuss your symptoms and diagnose your condition.
- Give you advice on how to manage and improve your condition.

Following this, the Physiotherapist will discuss an exercise programme designed specifically for your condition, to carry out from the comfort of your own home. You'll also be booked in for a follow-up call with the Physiotherapist 10 working days later, to assess the progress of your condition.

Just phone **0113 229 1308** (8am–6pm Mon–Fri) and quote your member number, found on the Health Shield Members Area.

SIGN UP VIA THE HEALTH SHIELD MEMBERS AREA →

HEALTH SHIELD (HEALTH CASH PLAN)

CONTINUED...

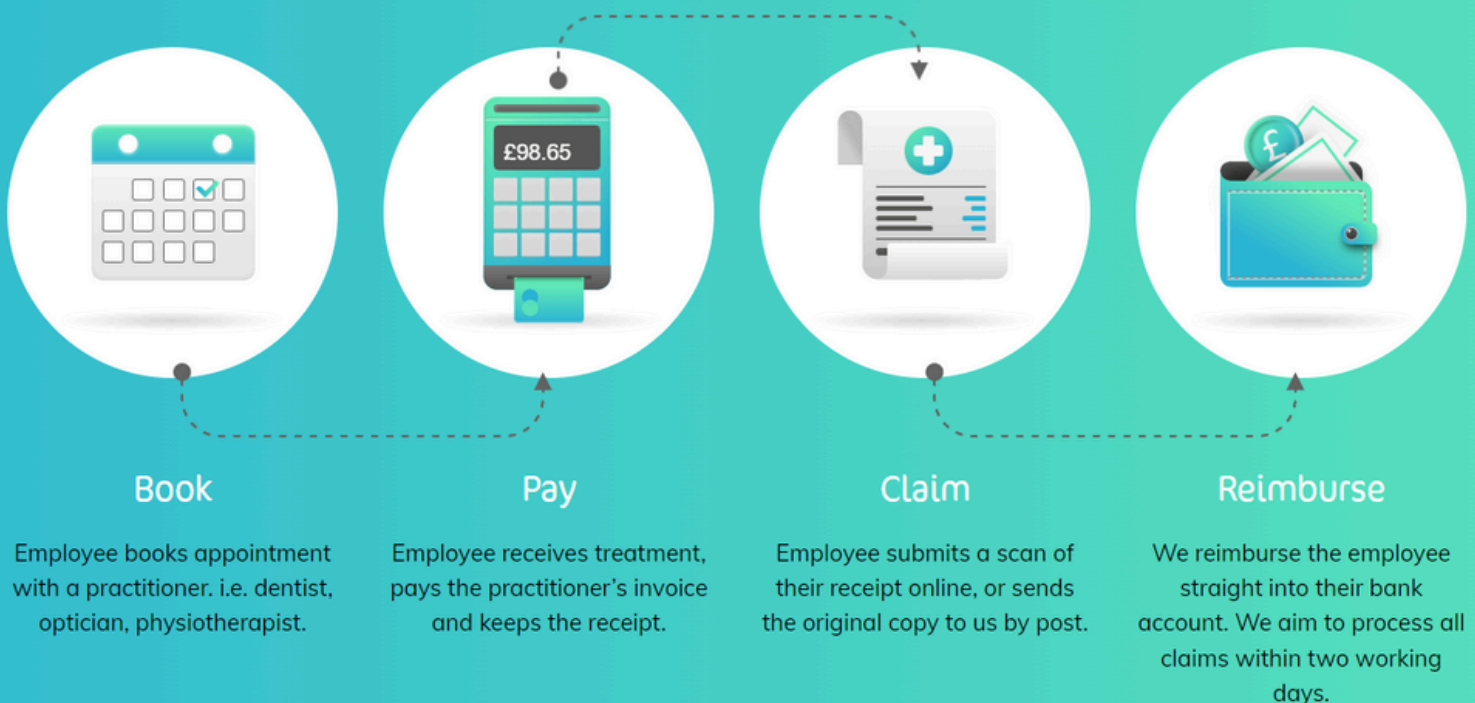
ADDITIONALLY, UNDER OUR HEALTHCARE SCHEME, EMPLOYEES ARE ABLE TO RECLAIM THE COST OF A VARIETY OF HEALTH CARE BENEFITS, TO INCLUDE EYE CARE, DENTAL CARE, PRESCRIPTION COSTS, PHYSIOTHERAPY, CHIROPRACTIC TREATMENT, SPECIALIST CONSULTATIONS, DIAGNOSTIC TESTS AND EXAMINATIONS. CASHBACK IS ALSO EXTENDED TO DEPENDENTS OF EMPLOYEES, UP TO THE VALUES SHOWN BELOW.

CASHBACK VALUES (PER ANNUM):

- **Dental Care** - £60, £30 for dependants
- **Dental Accident** - £200, £100 for dependants
- **Optical Care** - £65, £35 for dependants
- **Chiropody** - £25, £15 for dependants
- **Prescription Costs** - x2
- **Hospital Benefits** - £20 per day/night, £10 per day/night for dependants
- **Health & Wellbeing Therapies** (incl. sports massage, hypnotherapy etc.) - £50, £25 for dependants
- **Specialist Consultation, ECG, X-ray** - £200 for both employees and dependants
- **Combined Physiotherapy** (incl. chiropractic, osteopathy etc.) - £150, £75 for dependants
- **MRI, CT and PET Scans** - £300 (for both employees and dependants)

VISIT THE HEALTH SHIELD MEMBERS
AREA TO CLAIM CASHBACK →

CLICK [HERE](#) FOR A VIDEO TUTORIAL, AND [HERE](#) FOR FULL DETAILS.



DISCOUNTED CHILDCARE



10% DISCOUNT ON LITTLE LEARNERS NURSERY AND PRE-SCHOOL FEES FOR ALL PARENTS & GRANDPARENTS ACROSS THE TRUST, ALONGSIDE THE EXCLUSIVE OPTION FOR TERM TIME ONLY PLACES!

1

LITTLE LEARNERS @ CASTLE BATCH

Location: Castle Batch Primary School Academy, Rawlins Avenue, Weston-super-Mare BS22 7FN

Age Range: 2 years to school age

Opening Hours: 7.30am – 6.00pm, Monday to Friday, all year round

Contact Details: 01934 514552 or littlelearners@cbpsa.theplt.org.uk

2

LITTLE LEARNERS @ ST ANNE'S WEST WICK

Location: St Anne's Church Academy, 1 Scot Elm Drive, West Wick, Weston-super-Mare, BS24 7JU

Age Range: 2 years to school age

Opening Hours: 7.30am – 6.00pm, Monday to Friday, all year round

Contact Details: 01934 520461 or littlelearners@saca.theplt.org.uk

3

LITTLE LEARNERS @ EAST HUNTSPELL

Location: East Huntspill Primary Academy, New Road, East Huntspill, Highbridge, Somerset, TA9 3PT

Age Range: 2 years to school age

Opening Hours: 8.00am – 3.10pm, Monday to Friday, term time only

Contact Details: 01278 783482 or eastlittlelearners@thpa.theplt.org.uk

4

LITTLE LEARNERS @ WEST HUNTSPELL

Location: West Huntspill Primary Academy, New Road, East Huntspill, Highbridge, Somerset, TA9 3PT

Age Range: 2 years to school age

Opening Hours: 8.00am – 3.10pm, Mon, Weds & Fri, term time only

Contact Details: 01278 783482 or westlittlelearners@thpa.theplt.org.uk

5

LITTLE LEARNERS @ BERROW PRIMARY

Location: Berrow Primary Church Academy, Rugosa Drive, Berrow, Burnham-on-Sea TA8 2LJ

Age Range: 2 years to school age

Opening Hours: 8.00am – 5.00pm, Monday to Friday, term time only

Contact Details: 01278 780551 or littlelearners@bpcsa.theplt.org.uk

ELECTRIC CAR SCHEME

in partnership with

Tusker.

AS PART OF OUR COMMITMENT TO REDUCING OUR CARBON FOOTPRINT, WE OFFER AN ELECTRIC VEHICLE SCHEME FOR ALL TPLT EMPLOYEES. THE SCHEME PROVIDES A NEW WAY TO RUN AN ELECTRIC OR PLUG-IN HYBRID VEHICLE, WITH NO UPFRONT DEPOSIT REQUIRED. A FIXED VALUE IS DEDUCTED DIRECTLY FROM YOUR GROSS MONTHLY SALARY, AND IN RETURN YOU GET THE USE OF A BRAND NEW VEHICLE (PLUS MAINTENANCE AND SERVICING, FULLY COMPREHENSIVE MOTOR INSURANCE, ROAD TAX AND BREAKDOWN COVER). THE REDUCTION IN YOUR GROSS SALARY IS MADE BEFORE INCOME TAX AND NI, SO THERE ARE A NUMBER OF GREAT SAVINGS TO BE MADE.

HOW DOES IT WORK?

Visit The PLaTform, and select the '**Car Scheme**' option on the homepage to browse the range of vehicles available, and get a quote. You will be asked to provide details of your annual income, which will enable the system to tailor its offerings to those you are eligible to apply for.

Once you have selected your chosen vehicle, you will have the option to customise it to your chosen specification before submitting your application. Once approved, your vehicle will be delivered to your home or work address, and the payments will be deducted directly from your gross monthly salary, saving you money on Tax and NI deductions.

WHAT IS INCLUDED?

- Lease of a brand new electric or hybrid car
- All servicing, maintenance and MOTs
- Fully comprehensive motor insurance for you and your partner
- Annual road tax
- Replacement tyres (excl. winter tyres)
- Full RAC breakdown assistance including home start and European cover
- Lifestyle Protection, enabling return of the vehicle should there be a change in your personal circumstances

ELIGIBILITY CRITERIA

In order to be eligible to join the Tusker scheme, the following criteria must apply to you:

- Employed on a full time equivalent salary of £27,500 or more
- Employed on a permanent or fixed term contract that is longer than the agreement term
- Successfully passed probationary period

Click [here](#) for a video tutorial, and [here](#) for full details.

VISIT WWW.THEPLATFORM-TPLT.CO.UK TO FIND OUT MORE →



TPLT HEALTH & FITNESS OFFERS



TPLT HAVE PARTNERED WITH SOME LOCAL GYMS AND FITNESS PROVIDERS TO ENABLE ACCESS TO DISCOUNTED FITNESS SUPPORT FOR ALL EMPLOYEES.

@WORLE - FITNESS CLASSES



Fitness classes at a **discounted rate** of £2.50 each for all employees of The Priory Learning Trust. **ID badge required to redeem offer.*

Monday @ 6am - Sunrise Yoga
Tuesday @ 6am - Fitness Pilates
Wednesday @ 6am - Spin and Core
Thursday @ 6am - Virtual Spin
Friday @ 6am - Virtual Spin

T: 01934 886111 W: <https://www.worle.org.uk/>



NUFFIELD HEALTH

30% employee discount (subject to change)

Discount on 12 month and 1 month memberships for all education employees. Join online using the code **TEACHERS30** or give Nuffield a call for further information or to book a tour.

T: 01934 410350 W: <https://www.nuffieldhealth.com>

Move

Get active



'MOVE' - VIA THE PLATFORM

FREE to all employees of The Priory Learning Trust

Unlimited access to a large selection of exercise videos and fitness tips, to help you meet your fitness goals. Accessed via the '**Wellbeing Centre**' on The PLaTform, '**Move**' provides fitness support for all abilities, to include strengthening & toning, cardio & HIIT, yoga, barre & stretching; available from the comfort of your own home.

W: <https://www.theplatform-tplt.co.uk/WellbeingCentre/Move>

CYCLE TO WORK SCHEME



cycle2work 

CYCLE2WORK IS A GREAT EMPLOYEE BENEFIT WHICH OFFERS THE MOST COST-EFFECTIVE WAY TO PURCHASE NEW CYCLING EQUIPMENT. OUR SALARY SACRIFICE SCHEME, RAN IN CONJUNCTION WITH HALFORDS, CAN SAVE YOU BETWEEN 32-42% ON THE COST OF A NEW BIKE AND ACCESSORIES. THIS REDUCED COST IS DEDUCTED FROM YOUR PAY OVER 12 MONTHLY INSTALMENTS, SO NO NEED TO WORRY ABOUT LARGE UPFRONT COSTS.

HOW DOES IT WORK?

We recommend finding your perfect bike and accessories before applying for the scheme. This way you know exactly how much you will need to cover the costs, and you won't apply for too much, or too little.

Browse online or in-store to get an idea of your budget. Don't forget to use the [Savings Calculator](#) on the Halfords website to see exactly how much you'll pay! Once you've decided on the value needed, it's quick and easy to sign up – simply visit www.theplatform-tplt.co.uk and select the 'Cycle to Work' option on the homepage to get started.

Submit your application online and once approved you'll be emailed your Letter of Collection – you'll then be ready to pick up your new bike and accessories from your chosen store!

WHERE CAN I GET MY BIKE AND ACCESSORIES?

You can shop both in-store and online at Halfords, Tredz or other independent bike shops. Visit the [Store Locator](#) to search the retailers closest to you. If you'd like some help or advice, get in touch with the Halfords Cycle2Work Customer Support Team on **0345 504 6444**.

HOW MUCH CAN I APPLY FOR?

You can apply for anything between **£100 and £2,000**, providing your monthly contributions won't take you below the national living wage.

VISIT WWW.THEPLATFORM-TPLT.CO.UK TO SIGN UP NOW →

halfords

 **Independent
Bike Shops**

CONTRIBUTORY PENSION SCHEME



ALL ELIGIBLE STAFF ACROSS THE TRUST, WHETHER IN TEACHING OR SUPPORT ROLES, WILL AUTOMATICALLY BE ENROLLED INTO 1 OF THE 3 PENSION SCHEMES OUTLINED BELOW, ON COMMENCING THEIR EMPLOYMENT WITH US. EACH OF THE SCHEMES OFFER EMPLOYEES A FANTASTIC PACKAGE OF PENSION BENEFITS, GENEROUS EMPLOYER CONTRIBUTION RATES & A GREAT WAY TO SAVE FOR YOUR FUTURE RETIREMENT.

TEACHERS' PENSIONS

If you are a teacher within the Trust, you will be auto-enrolled into the Teachers' Pension Scheme when you start your role with us.

The amount you pay in each month is dependent on your salary; you can find information on the contribution rates and some of the key benefits on the **TPS website**.

Members can access important pensions information online by registering for an account. Once registered, you will be able to view your statements and receive key updates; you will also be able to access a variety of forms used for retirement, changes of circumstances or to nominate beneficiaries.

TEACHERS' PENSIONS →

PENINSULA PENSIONS

Peninsula Pensions is a Local Government Pension Scheme available to Support Staff who work in the following schools:

- The King Alfred Academy
- Pawlett Primary School Academy
- The Huntspill Primary Academies

Similar to the Avon Pension Scheme, there are many benefits to paying into the scheme. An overview of the key benefits, and details of contribution rates, can be found on the **Peninsula Pensions website**.

AVON PENSION FUND →

AVON PENSION FUND

The Avon Pension Fund is a Local Government Pension Scheme available to Support Staff who work in the following schools:

- Priory Community School – An Academy
- Worle Community School – An Academy
- Castle Batch Primary School Academy
- St Anne's Church Academy
- Central Team

There are many benefits of paying into the Avon Pension Fund, which will help employees to save for their retirement. Once you become a member, you must keep your details up to date to ensure that you receive all relevant information such as your annual benefit summary, usually sent through the post.

More information on contribution rates and details of some of the key benefits of paying into the scheme, can be found on the **Avon Pension Fund website**.

PENINSULA PENSIONS →

CONTINUED PROFESSIONAL DEVELOPMENT



AT TPLT, WE ARE PASSIONATE ABOUT EMPOWERING OUR EMPLOYEES TO BE THE VERY BEST THAT THEY CAN BE. WE ARE COMMITTED TO OFFERING A RANGE OF PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR TEACHERS AND SUPPORT STAFF, BOTH INTERNALLY IN THE FORM OF OUR ECT, MIDDLE LEADER DEVELOPMENT AND SCHOOLS DIRECT PROGRAMMES, AS WELL AS PROVIDING ACCESS TO EXTERNAL STUDY OPPORTUNITIES.

INVESTING IN YOU

Details of the broad range of courses and training opportunities that we can offer, are included below:

(NB: Courses will require the support of your line manager to have time away from your role to undertake your training)

- Early Career Teacher Mentor Training
- Teacher Mentoring Training
- TPLT Middle Leaders Development Programme
- NPQ (National Professional Qualification) in Leading Behaviour and Culture
- NPQ in Early Years Leadership
- NPQ in Leading Literacy
- NPQ in Leading Teacher Development
- NPQ in Leading Teaching
- NPQH for Aspiring Headteachers
- NPQEL for Aspiring Executive Leaders
- Masters Degree in Educational Leadership
- Facilities Services (level 2)
- Facilities Management (level 3)
- Early Years Educator (level 2 and 3)
- Supporting Teaching and Learning (level 3)
- Business & Professional Administration (levels 2, 3 and 4)
- HR Partner (CIPD levels 3 and 5)

CONTINUED...

- Infrastructure IT Technician (level 3)
- Network Engineer (level 4)
- School Business Professional (level 4)
- Chartered Business Manager degree (level 6)
- Accounting (AAT levels 2 – 7)

Plus many others, available on request.

HOW DO I SIGN UP?

To find out more about the opportunities available, get in touch with Denise Hurr via email at Denise.Hurr@theplt.org.uk.

Alternatively, please use the link below to provide details of further CPD that would help you to do your job better (for example; training, shadowing other staff, working in another part of the academy or Trust).

Please note, whilst we will try to accommodate requests wherever possible, this cannot always be guaranteed.

[SUBMIT A CPD REQUEST →](#)

& OTHER GREAT BENEFITS...



ENHANCED SICK PAY

Generous occupational sickness benefits over and above statutory rates, increasing in line with your length of service. Please refer to your Contract of Employment for further details.

ENHANCED MATERNITY PAY

Occupational maternity benefits over and above statutory rates. Please refer to our **'Family Friendly Policy'** found [here](#) for further details, and eligibility criteria.

ENHANCED PATERNITY PAY

Occupational paternity benefits over and above statutory rates. Please refer to our **'Family Friendly Policy'** found [here](#) for further details, and eligibility criteria.

LIFE ASSURANCE

Life Assurance benefits for all employees of The Priory Learning Trust who are enrolled in the Pension scheme. Providing peace of mind that a tax free lump sum of up to 3x annual salary will be paid to the employee's loved ones, in the event of their death. Please contact your pension provider for further information (details on [Page 5](#) of this booklet).

ANNUAL LEAVE

An enhanced annual leave entitlement for all staff, over and above the statutory minimum. Please refer to your Contract of Employment for further details.

FREE MICROSOFT OFFICE FOR PERSONAL USE

Free Microsoft Office software for your personal computers and devices, to include the latest versions of Word, Excel, PowerPoint, Outlook, Publisher and more. Please see [here](#) for full details.

FREE FLU VACCINATIONS

Free annual flu vaccinations offered to all employees, on-site at academies within the Trust. Please see **'The PLatform'** for further information (details on [Page 1](#) of this booklet).

LONG SERVICE AWARDS

Additional days of annual leave for all support staff, after 5 and 10 years' service.

PAY PROGRESSION

Incremental pay increases awarded annually or bi-annually to all employees to the top of their pay range, subject to satisfactory performance. Please refer to our **'Pay Policy'** for details..

FREE CAR PARKING

Free car parking, onsite at all of our academies, including the facility to charge electric vehicles (applicable to some sites only).



**THE PRIORY
LEARNING TRUST**