



AMBITIONS
Academies Trust



AAT Staff Benefits Brochure



Ambitions Academies Trust wants to provide a great employee experience for staff who therefore provide an outstanding teaching and learning experience for our pupils.

This employee benefit summary has been put together so you can understand the benefits and schemes that are open to you as a valued member of Ambitions Academies Trust.



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Benefit	What Does This Benefit Provide?
Trust Pension	
<p data-bbox="73 577 387 645">LGPS – Support Staff Pension</p> 	<p data-bbox="432 577 1198 611">The LGPS is one of the largest pension schemes in the UK.</p> <p data-bbox="432 647 1516 719">It is a defined benefit pension scheme which means your pension is based on your salary and how long you pay into the Scheme.</p> <p data-bbox="432 754 1506 826">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.</p> <p data-bbox="432 862 1516 934">The LGPS provides valuable life cover and financial protection for your family. Your dependents will be paid a pension. A lump sum death grant may also be payable.</p> <p data-bbox="432 969 1334 1041">For further information, please see the Dorset Pension Fund website: http://www.dorsetpensionfund.org/</p> <p data-bbox="432 1077 1246 1149">Or contact via email at pensionshelpline@dorsetcouncil.gov.uk or Telephone 01305 224845</p>
<p data-bbox="73 1218 339 1252">Teachers' Pension</p> 	<p data-bbox="432 1218 1485 1252">Your pension is one of the most important benefits available to new teachers.</p> <p data-bbox="432 1272 1511 1377">You receive a guaranteed pension through the Teachers' Pension Scheme. It is a Defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments.</p> <p data-bbox="432 1397 1498 1469">Your pension will be a regular source of income when you retire – but you can also take some of it as a tax-free lump sum</p> <p data-bbox="432 1505 1525 1610">The Teachers' Pension provides a death grant to your family, or other nominated representative, should you die in service and your dependents will be paid a pension.</p> <p data-bbox="432 1646 1294 1718">For further information please see the Teachers' Pensions website https://www.teacherspensions.co.uk/</p> <p data-bbox="432 1753 1321 1825">Register for My Pension Online to be able to send a secure message or Telephone 0345 6066166</p>

Your development

National College



We have invested in The National College to offer high quality and professional development in education.

You will find everything you need to strengthen, manage and evidence your professional development in one place, on one platform.

Find out more: <https://nationalcollege.com/>

Apprenticeships



We want to grow talent and develop a motivated, skilled and qualified workforce.

We are committed to further develop through additional training and professional qualifications/development utilising the apprenticeship levy. For further information please contact the HR Team or your HR Academy Lead.

Your Wellbeing

Wellbeing and Workload



We are committed to your wellbeing and workload and have a firm commitment to the current DfE staff wellbeing charter.

Our Staff Wellbeing and Workload Charter which is focused on building personal and professional resilience underpinned by inclusivity, openness and honesty.

We have nominated wellbeing champions across all sites.

Employee Assistance Programme

Care first

We have invested in an Employee Assistance Programme (EAP) for our staff with the intention of helping you with both personal and work-related problems.

Through our EAP with Care First you will have access to tools and information to be in control of your wellbeing. Support available includes counselling as well as legal information, relationship management, line management support and much more. For further information, please contact your Wellbeing Champion.

Eye Tests



Under the Specsavers Eyewear scheme DSE users will be entitled to the following:

- The full cost of an eyesight test
- If glasses needed for VDU usage Specsavers will pay £49 towards glasses (this can cover the cost of a pair from the £49 range or a contribution to more expensive glasses) If an employee elects to purchase a pair of glasses over £99 they will receive a further £20 off
- If glasses are not needed for VDU usage but for driving, Specsavers will offer a contribution of £20 towards glasses in the over £99 range.

Please request a DSE eyesight examination form from your HR Academy Lead.

Family Friendly

Family Friendly Policies



Ambitions Academies Trust recognises its responsibilities to ensure that support is available to employees as they combine career and family responsibilities.

We have family friendly policies covering Maternity, Paternity, Adoption and Shared Parental Leave to support our employees in balancing work and family responsibilities through these key life stages.

Please speak to your HR Academy Lead for further information.

Flexible Working



Ambitions Academies Trust believes that flexible working can increase staff motivation, promote work-life balance, reduce employee stress and improve performance and productivity.

We give employees the opportunity to request a change to their working pattern and are willing to talk flexible working with potential job applicants.

Please speak to your HR Academy Lead for further information.

Annual leave



We offer a minimum of 24 days annual leave, plus bank holidays. This rises to 29 days after five years with Ambitions Academies Trust.

Please note: Annual leave applies to employees working all year round, if you are term time only this is built into your pay.

Please speak to your HR Academy Lead for further information.

Financial Benefits

Discounted Gym Membership



2 Riversmeet leisure complex offer employees of Ambitions Academies Trust a Corporate rate for a Gym, Swim and Class membership with no joining fee.

Signing up is easy, just present proof of employment to a member of the reception team and they will guide you through the process.

Further information can be found on their website: [2 Riversmeet Leisure Complex](#)


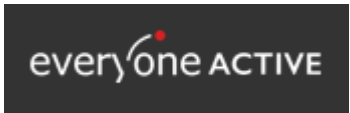

Discounted Gym Membership



We are delighted to be able to offer a discounted corporate membership with BH Live Active to all employees, even if you are already a BH Live Active member.

Enjoy an all-inclusive, multi-site membership including gym, swim and classes (live, streamed and on-demand). You can also access spa facilities so you can unwind whenever you want.

Financial Benefits

<p>Discounted Gym Membership</p>  <p>3d health & fitness WEY VALLEY SCHOOL</p>	<p>3d Health & Fitness, located at Wey Valley Academy, offers a corporate discount to all AAT employees for their Gym Only or Gym & Classes memberships.</p> <p>Further information, and to enrol, please visit their website www.3dhealthandfitness.co.uk</p> <p>Please remember to bring your AAT ID Badge to your first visit to confirm your eligibility for the corporate discount.</p>
<p>Discounted Gym Membership</p>  <p>everyone ACTIVE</p>	<p>Weymouth Swimming Pool & Fitness Centre, which is managed by Everyone Active, has agreed to provide AAT Employees with their discounted Concession rate.</p> <p>To join and take advantage of this discount, please visit Join A Membership - Everyone Active and select the Concession rate.</p> <p>Employees will need to present their ID badge or payslip as proof of employment.</p>
<p>Discounts, Cashback and Vouchers</p> <p>discountsforteachers</p>	<p>In Partnership with Discounts for Teachers, both Teaching & Support Staff can access discounts, cashback and vouchers for over 1,500 big brands.</p> <p>Members save on average £2,262 per year!</p> <p>For further information, please speak to your HR Academy lead for an Ambitions Academies Trust sign up link.</p>
<p>Free Will Writing Service</p>  <p>DM</p>	<p>We have partnered with Dunham McCarthy Solicitors to offer all staff and their partners a free will writing service.</p> <p>If you would like to take advantage of this offer, please speak to your HR Academy Lead for a link to the appointment booking system.</p>

Our Working Location

Ambitions Academies Trust is based across the South West Coast we are proud to have so much natural beauty on our doorstep. Never far from a sandy beach or to places to explore, there is always something to do.



There are some excellent transport links in the area with an international airport and ferry port and easy road links to motorways.

There are rail links to Winchester and London, for example, is a two hour journey from Bournemouth. From Poole there are ferry services linking you to the Channel Islands and France.

We have Academies in Bournemouth, Poole and Weymouth.

Should you have any queries regarding any of the benefits on offer, please speak to your HR Academy Lead or a member of the HR Team

humanresourcesadmin@aat.education

Disclaimer - Whilst every effort is made to maintain the accuracy of this brochure, it is only intended as a guide to the benefits available. In the event that there is an inconsistency between the brochure and the provider terms and conditions, the provider's terms and conditions will prevail.

This guide is not contractual. Once accepted into a benefit and/or product scheme, you will be subject to the rules of the scheme and the provider's terms, conditions and requirements for provision of each benefit.