

# Benefits Brochure



## Understand Our Benefits

Because we believe in giving back

Let's get started





## Hello there...

So you want to know what's so great about working for Reach South Academy Trust?

We've put together this interactive brochure so you can understand what makes being part of our journey so great.

First of all, you should know that we achieve collective efficacy by living and breathing our values and vision. Always striving to support our children in overcoming any challenges to economic background and their personal circumstances. We do it for them.

However, we recognise what our people do, how hard they work and **we believe in giving back.**

[Our commitment to you](#) 



### Benefits as Standard

We have a range of benefits available to you when you join Reach South and become part of our journey.

[Jump to page 6](#)



### Optional Benefits

We have a range of optional benefits to save you money and reward our people.

[Jump to page 12](#)



[Our Vacancies](#)



[About our benefits](#)





When it comes to work life balance, we've negotiated some remarkable schemes & benefits for our people...



and their families... because we know what matters to you.



Our schemes look to take the pressure off you. Saving you money and helping you budget.



Spend more time with your loved ones. We offer generous annual leave & flexible working opportunities so you can live your life, how you want too.

## About Our Benefits

People are the foundation of which Reach South Academy Trust is built upon.

Not just any person but the **best people**, people with integrity and a commitment to making a difference, people with the skills and experience to have a positive impact on our children. People at all levels, in all roles, from all backgrounds...

... and we believe that the **best people deserve to be rewarded.**

Find out more



Development



Wellbeing



Pension



Health Assured support on a wide variety of issues, helping you to work towards realistic, achievable solutions.

**These include:**

Relationship issues, childcare support, financial wellbeing, stress and anxiety. As well as family issues.

We want to give you the tools to be in control of your wellness and to boost your wellbeing... **A better you means a better us.**

BENEFITS AS STANDARD

# Employee Assistance Programme (EAP)

We invest in an EAP for our people, with the intention of helping employees deal with personal problems that might adversely impact their work performance, health and wellbeing.

**You will gain access to the following benefits:**

- Free 24/7 counselling, legal & information line
- Critical incident advice & telephone support
- Online health portal & access to the My Healthy Advantage app
- Relationship management support & usage reporting
- Management support guides, phonenumber & counselling

[Find out more](#)



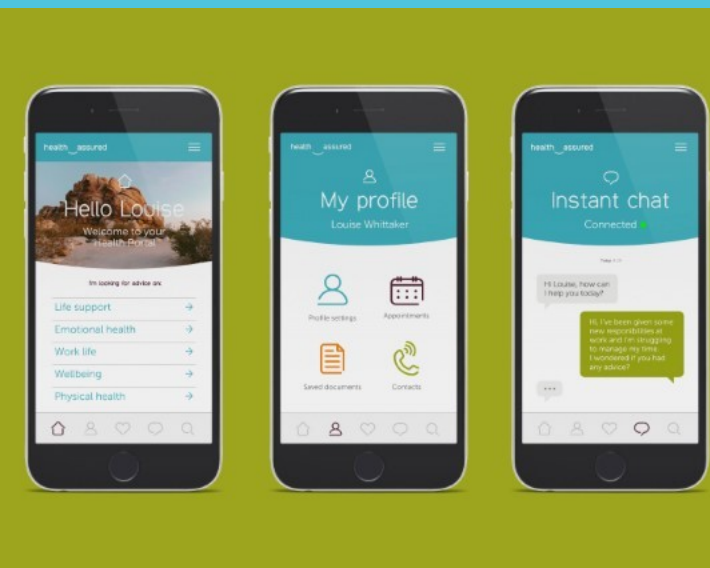
Telephone Counselling



Online Video Counselling



Face to Face Counselling





# Trust Pension

## LGPS - Support Staff

The LGPS is one of the largest pension schemes in the UK. It is a defined benefit pension scheme which means your pension is based on your salary and how long you pay into the Scheme. Contractually enrolled on day one, the LGPS provides you with a secure and guaranteed income every year when you stop working.

- Secure benefits – your pension is not affected by how well investments perform.
- At a low cost to you – with tax-efficient savings.
- Reach South pays in too – we meet the balance of the cost.



**Pension Explained**  
Play Video



**Pay Less**  
Read about the 50/50 option



**More Info**  
Your local LGPS provider

## Teachers Pension - Teaching Staff

Simply put, your teacher's pension is the way that you, us and the government help you to save for your future. Each time you get paid, you pay contributions towards the cost of your pension. Reach South contribute towards the cost and the government also helps out through tax relief, as you don't pay tax on pension contributions.

You're contractually enrolled into the Scheme from day one. Helping you protect your future.

[Find out more](#)



### Have a question?

[How much will I pay?](#)



[Got another pension?](#)



[New to teaching?](#)



# Your Development

Our philosophy is to provide an environment which helps create, nurture, and grow talent. We provide the best tools, resources, training, and partnerships for our staff. We believe in a culture of collaboration, and this is accomplished by investing in support, coaching, and mentoring.

Grow with us



Everyday's a school day



## We have invested in high quality CPD for our people.

- Unlimited access to expert knowledge and skills across a range of categories including health & safety, leadership & governance, mental health & wellbeing, online safety, safeguarding, SEND and teaching & learning.
- Flexible learning which allows you to study what you want, when you want.

Watch Video



Find out more



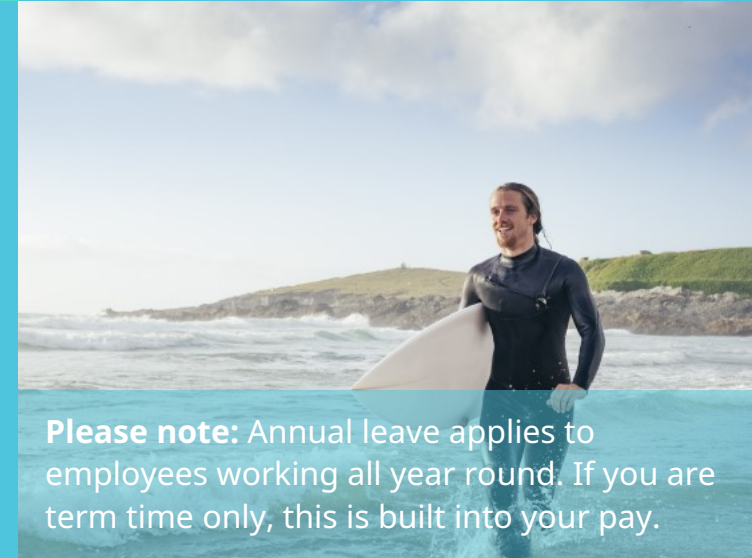
## Family Comes First

We have family friendly policies with you at its focus. This includes added benefits relating to shared parental leave & maternity/ paternity pay. Plus support for employees undergoing IVF treatment.

## Annual Leave

We offer 5.6 weeks (28 days) annual leave per annum, plus public holidays.

This rises to 6.2 (31 days) weeks per annum after 5 years with Reach South, an extra reward!



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

# happy to talk flexible working

## Flexible Working

We offer flexibility to our existing people and are 'happy to talk flexible working'. We also give potential qualified applicants the confidence to ask about alternative patterns of work.

Find out more



OPTIONAL BENEFITS

# Financial Benefits

Health and wellbeing is important to us at Reach South Academy Trust and under this we include your financial wellbeing; with this in mind, the Trust has secured a range of great benefits for all of our employees.

In addition to what we offer already, we're always looking to give more.

## Free Will Writing Service

In partnership with Dunham-McCarthy (The DM Group), members of the Institute of Professional Will Writers and FCSA. To book, simply use the link below and let HR know.

Find out more



Book an appointment



## MYGYM DISCOUNTS

Up to 25% off over 3,300 gyms, studios, fitness centers and sports clubs across the UK & Ireland.

Find out more



Watch Video



How it works



## Discounts for Teachers

Available to teachers, ECT's and support staff. Discounts for Teachers is a service aimed towards those who work in the education sector. Giving you money-saving discounts on the biggest brands.

## Cycle to Work Scheme

Saving you 26-40% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary by us. Let's improve our carbon footprint - together.



What's included?



## Free Flu Vaccinations

At Reach South we believe everyone should have access to free flu jabs. Therefore, if you are not eligible for the NHS scheme, then we will provide you with a free flu vaccination. Saving money and keeping you safe.



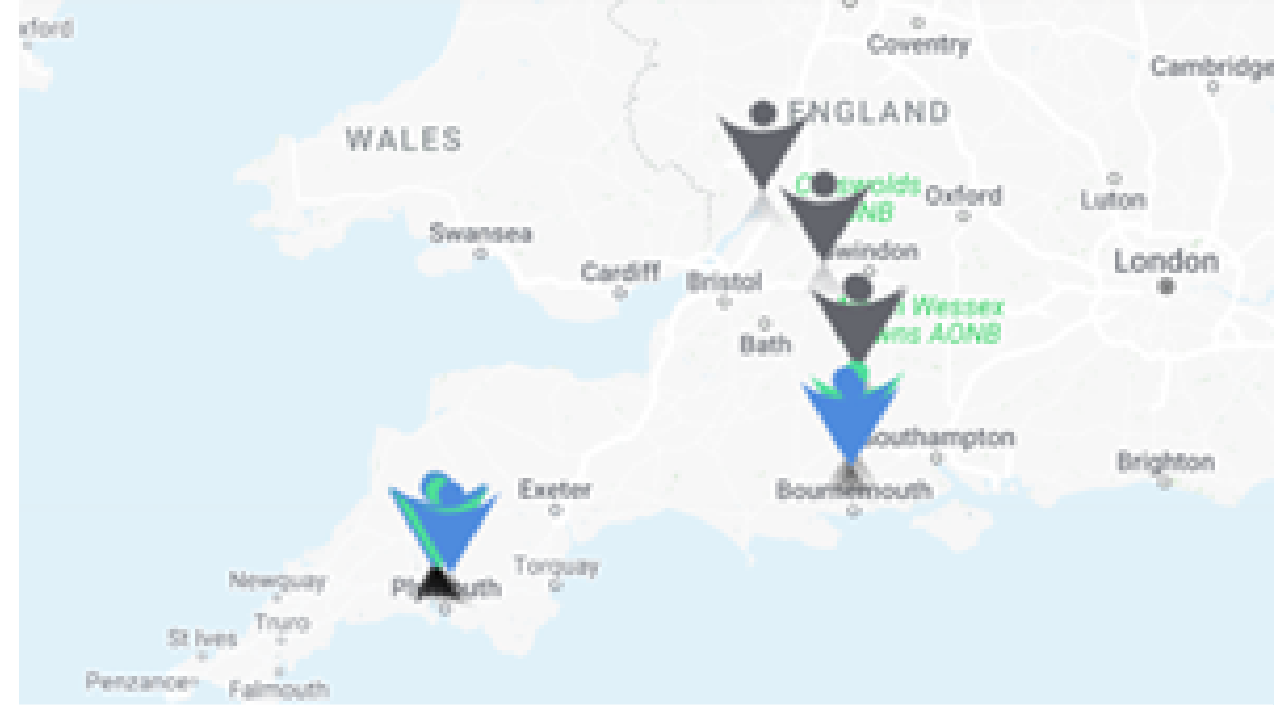






# Reach South...West

The South West is full of natural beauty, sandy beaches and places to explore. With our schools never far from a beach or a big city, there is always something to do. **Why not relocate to the South West?**

Learn to surf or paddleboard? Walk the dog along the beach or explore something new in our lovely National Parks. Home to festivals, markets, cheddar cheese and pasties. **It's the place to be...**



 **Our School Locations:** We have schools in Devon, Wiltshire, Gloucestershire & Hampshire

[Our Academies](#) 

[What's on South West](#) 





**#work4us**

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