

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.**



Development



Wellbeing



Pension

Find out more





'Your Care' 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



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?](#)



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



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.



Everyday's a school day



Find out more



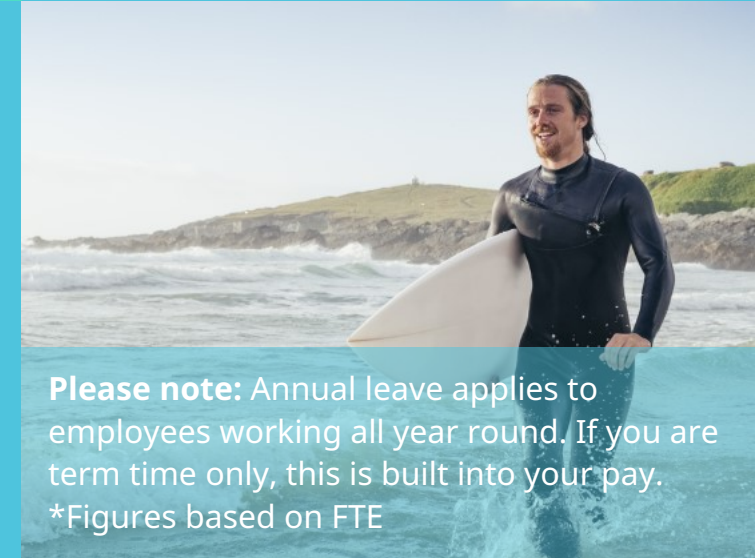
Family Comes First

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 29 days annual leave per annum, plus public holidays!*

This rises to 32 days 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.
*Figures based on FTE

happy to talk flexible working

Find out more



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.

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.

All our benefits are accessible on our dedicated employee benefits platform, Vivup.

On this page you can get just a taste of the range of benefits we offer, with the primary focus of saving you money.

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](#)



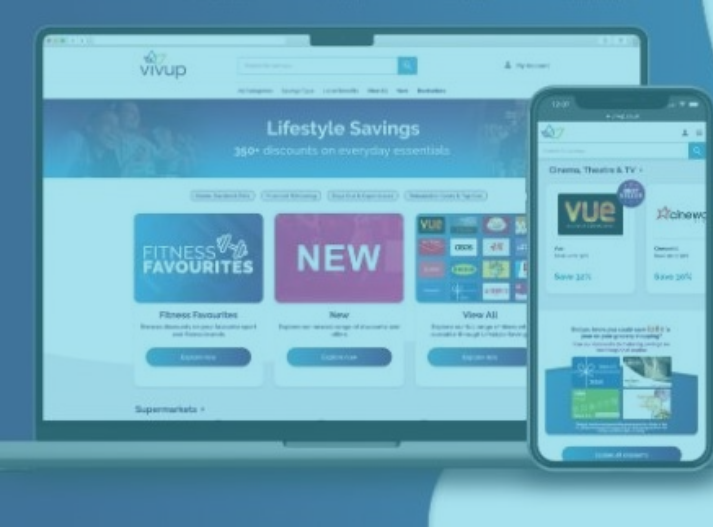
[Book an appointment](#)



Health Cash Plans

In partnership with BHSF, choose from 4 tiers at an exclusive rate available only to Reach South employees in order to save money on all your health care needs, routine checkups and other medical expenses.

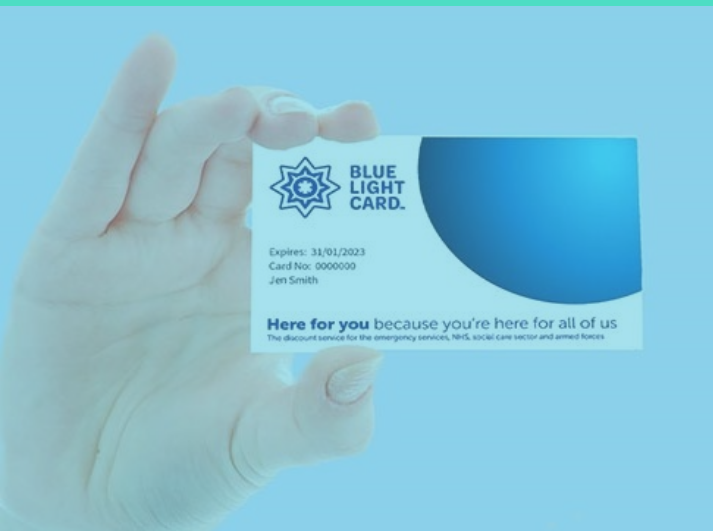
[Find out more](#)



Lifestyle Savings

Savings on the things that matter most. We offer access to a huge range of discounts across the UK's major retailers, including supermarkets, travel & more!

[Find out more](#)



Blue Light Card

Access to the Blue Light Card's range of discounts and benefits for Teachers & Support Staff

[Find out more](#)



Salary Sacrifice Schemes

Spread the cost via manageable monthly salary reductions made across the year using these two great schemes.

[Gym Flex](#)



[Cycle to Work](#)

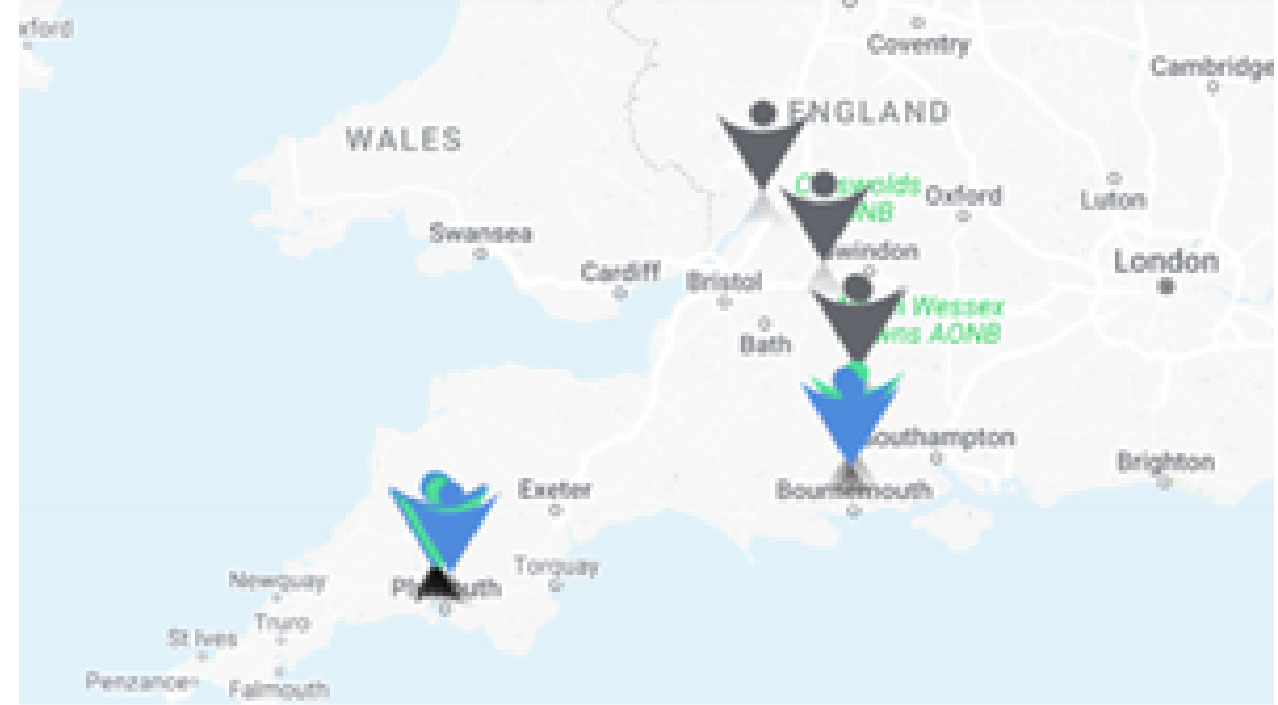





Reach South...West

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