



Staff Benefits Aylsbury Vale Academy



Aa



A-Levels and GCSE Courses

If staff have the desire to learn something new or wish to re-sit an exam or study for a new subject the school will pay the awarding body fees for one subject exam entry per year and allow the exam to be taken at the Academy.

Aylesbury Chiropractic Centre

£25 initial consultation session and 10% off all available treatments.

All Through Teaching

Staff who express a desire to teach in both Secondary and Primary are encouraged to do so and can discuss their ideas with their line manager.

Cc

Car Mechanic

Reduce the stress of your car breaking down by dealing with a local mechanic who will, if needed, collect and return your car to the Academy staff car parks, having made the necessary repairs. For quotes and more information: www.clickmechanic.com/locations/aylesbury

Centralised Detentions

We centralise many of our detentions to relieve the pressure on staff. Detentions are led by Middle and Senior Leaders.

Child School Places

Priority admissions for children of staff are provided in our Primary and Secondary phases.

Continued Professional Development (CPD)

AVA staff have access to high quality support and professional development as we are strong believers in providing a learning environment for all. Staff are encouraged to take ownership of their own CPD. External courses will be



subject to the needs of cover and Academy finances. Subject to the Academy budget, staff can also receive financial support for taking a qualification that will support them in their professional role.

Croissants

We provide croissants and pain au chocolat for staff at break time for 'Wellbeing Wednesday'.

Cycle to Work Scheme

The Academy is a participant in this nationally approved Bike2work scheme. Staff can hire a bicycle for travel to and from work, with the hire cost being deducted from your monthly salary.

You will need to register on their site as an employee of AVA:

www.bike2workscheme.co.uk/login

Our company PIN is B2W/34784

There are a variety of options and packages on offer to suit your needs.

Dd

Deliveries

We are happy for staff to arrange for their own parcels to be delivered to the Academy receptions during term time. Staff will be notified by email when their personal items have been delivered.

Disaggregated INSET Days

Teaching staff are required to undertake five INSET days each academic year. However, we choose to disaggregate some of those days throughout the year, typically allocating some 'twilight' sessions as INSET. This means all staff contracted to work term time can enjoy a slightly earlier finish to the Academy year than would otherwise be the case. This can provide access to cheaper holiday fares.



Discounts for Teachers

This free to join site for all staff working in a school includes a wide range of money saving deals and vouchers for well known restaurants, retailers, discount holidays, mobile phones and utility bills. www.discountsforteachers.co.uk

Dry Cleaning

Aylesbury Dry Cleaners operate a free pick up and delivery service. They can be contacted on 01296 330091.

Ee

Education Support Partnership

The Academy and Education Support Partnership offer a wide variety of information and advice on topics including:

- achieving a work life balance
- handling stress
- managing your time
- relationships at work
- managing difficult student behaviour

The charity's trained counsellors will listen and support staff. They have a free and confidential helpline which is available 24/7 to everyone working in education. Their phone support number is 08000 562 561 or visit their website: www.educationsupportpartnership.org.uk/about-us.

Employee Assistance Programme

This is a support service for all staff, as well as partners and dependent children. Experienced, professional advisors are available to speak to you confidentially 24 hours a day, 365 days a year. The service offers support with issues including:

- discrimination, bullying or harassment on the basis of any protected



characteristic (age, disability, race, gender, marital status, religion or belief, caste, sexual orientation, gender reassignment, pregnancy & maternity, marriage & civil partnership)

- emotional support with relationship and family issues or worries
- loss, including loss of job, friend or family member, through bereavement
- financial concerns, budgeting, borrowing or tax credits

Contact telephone number: 0800 0305182.

End of Term Staff Parties

These happen twice a year and are partly subsidised by the Academy.

Esquires Coffee Shop

Staff receive 25% discount at the coffee shop. Just show your AVA ID card.

Eye Tests and Glasses

The Academy provides support to employees designated as 'Display Screen Equipment' (DSE), users to undertake appropriate eye tests, and where required to purchase glasses specifically for this purpose.

Display Screen includes equipment such as PC's, laptops, tablets and TV screens. Employees designated as DSE users are entitled to payment for regular eye tests at a frequency advised by their optician. The employee should organise the eye test themselves in conjunction with line managers.

The Aylesbury Vale Academy will pay up to £20 toward the cost of each eye test for DSE users whether or not they require glasses as a result. Where a user requires glasses "specifically for DSE use" the Academy will pay £42 to cover the cost of basic spectacles or in special circumstances if bifocals or varifocals are prescribed £70 towards the cost of basic frames plus the cost of the prescribed lenses.



Fuller details of this scheme are included in a document titled 'Application for DSE Opticians Payment' which can be found under p:staff\Admin\Finance Forms.

Gg

Gift Cards

All employees taking maternity leave, paternity leave, or getting married, will now receive a £50 gift card.

Gyms

Access to the well-equipped Academy gym is available before 8am and after 4pm for the nominal sum of £10 per year.

The Fairford Leys Nuffield Health Gym also offers a 20% discount on memberships for each employee and a partner living at the same address

Membership includes:

- free health MOT - (12 point health check)
- 1 hour tailored exercise program with a fully qualified personal trainer
- free car parking
- 20% discount on physiotherapist treatments
- meet Our Expert events
- multi-site access across the Nuffield gym estate
- all members will need to pay a joining fee of £20

Kk

KARRP Benefits – Staff Discounts

This free to join site for all staff working in a school includes a wide range of money saving deals and vouchers for well known restaurants, retailers, discount holidays, mobile phones and utility bills. www.kaarpp.co.uk/login.aspx

Login: buckscc Password: benefits



Ll

Long Service Award

All staff are entitled to the Bucks County Council long service awards. These are:

- 10 years' service, £100
- 15 years' service, £150
- 25 years' service, a gift to the value of £300

These awards include all continuous service to Bucks Council.

Oo

Other Subject Expertise

Staff who express a desire to teach more than one subject are encouraged to do so and can discuss their ideas with their line manager.

Outstanding Teaching

Teaching staff who achieve an outstanding lesson observation judgment receive a letter from the Headteacher for their CPD records and a 'Golden Ticket' inviting them to the end of term party for free.

Pp

Pension and Life Assurance

All teaching staff have access to the Teachers' Pension Scheme, whilst other staff have access to the Local Government Pension Scheme.

Both are contributory schemes, which means that a contribution is taken from your salary each month. Your employer also makes a contribution. On average for every £1 you contribute (which in the vast majority of cases is tax free) your employer contributes £2.70.

Both schemes also include life assurance, most typically paying three times your annual salary in the event of death in service.



Pensions are complex, and the exact benefits for any member of staff will vary. More details can be found about the benefits of each scheme by following the links provided below. Staff are advised to receive independent financial advice should they feel the need to review their pension arrangements.

www.teacherspensions.co.uk

Positive Workplace Staff Survey

A staff survey is undertaken each year and an opportunity is given for employees to address any specific issues or challenges they face.

Print Lab

As our supplier for uniforms and a wide range of printing needs, Print Lab offer staff a discount on a range of services such as printing, personalised sports clothing and trophies. The discount will be a minimum 5% but may well be more depending on the exact nature of the service required. Please contact Ian Goodchild on 01296 488000 or ian@the-print-lab.co.uk.

Rr

Renting Academy Spaces

Staff will receive a 25% discount for hiring the Academy facilities such as 3G pitches, sports hall, halls for parties/events.

Ss

Staff Refreshments

From April 2020, staff supporting Parent Consultation Evenings or Open Evenings, will be provided with some light refreshments.

All staff have access to free beverages throughout the day, with a range of hot drinks available from the staff room.



Star Staff Awards

Each student/staff member is given a nomination slip to nominate a member of staff that they think is a 'Star'. These are read out at the end of the term and prizes are awarded.

Tt

Tax Free Childcare

Most staff are entitled to Tax Free Childcare of up to £500 every 3 months (£2,000 a year) for each of their children. More information is provided here: www.gov.uk/get-tax-free-childcare.

You may also be able to get up to 30 hours free childcare if your child is 3 or 4 years old. For more information, see: www.gov.uk/30-hours-free-childcare

Tyres

Bucks Discount Tyres will give a 25% discount to AVA staff on production of a staff ID badge. 5 Fleet Street Aylesbury, HP202PA, 01296 488422

Vv

Visiting Other Schools to Increase Your Knowledge

The Academy fully supports staff in their CPD. Some of the most rewarding training can come from visiting other schools or institutions to observe good practice. Staff are encouraged to do this during the summer term. This needs to be booked through their line managers and must not conflict with other events happening at the school.

Ww



Wrap Around Care

All staff receive 10% off all wrap around care in the Primary phase.