



Employee Benefits Aylsbury Vale Academy





Aa

A-Levels and GCSE Courses

If employees 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.

All Through Teaching

Employees 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.

Awards

At the end of every year, we award the Ros Rochfort award to an employee who has gone above and beyond their role. We award three - Primary Teacher, Secondary Teacher and Support Employee.

Bb

Bluelight Card

School employees are now eligible to purchase the discount service available to the emergency services, NHS, social care sector, and armed forces, giving members access to thousands of incredible discounts both online and in-store. It is currently just £4.99 for a 2 year membership.

Cc

Car Parking

Free on-site car parking.

Celebration

On the last day of term we hold a free, employee BBQ (weather permitting!) with drinks included on the last day of term before saying farewell to leavers.



Centralised Detentions (Secondary Only)

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

Christmas Gifts

We like to say thank you to all employees at Christmas with the gift of a multi-shop voucher.

Christmas Employee Party

We hold a Christmas party for all employees at a local venue. It is heavily subsidised by the school and includes wine, a three course meal, dancing and transport.

Child School Places

Priority admissions for children of employees are provided in our Primary and Secondary phases, when a place is available.

Continued Professional Development (CPD)

AVA employees have access to high quality support and professional development as we are strong believers in providing a learning environment for all. This includes a thorough and supportive onboarding programme for new starters. Employees are encouraged to take ownership of their own CPD. We subscribe to National College, actively support NPQs and are able to access Apprenticeship levy funds to pay for the training element of apprenticeships. External courses will be subject to the needs of cover and Academy finances. Subject to the Academy budget, employees can also receive financial support for taking a qualification that will support them in their professional role.

Cycle to Work Scheme

The Academy is a participant in this nationally approved Bike2work scheme. Employees 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 employees to arrange for their own parcels to be delivered to the Academy receptions during term time. Employees will be notified by email when their personal items have been delivered.

Disaggregated INSET Days

Teaching employees 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 employees can enjoy a slightly earlier finish to the academic year than would otherwise be the case. This can provide access to cheaper holiday fares and often support with childcare.

Discounts for Teachers

This free to join site for all employees 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
- six free online professional supervision sessions

The charity's trained counsellors will listen and support employees. 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.

Electric Car Charging

We have 3 electric car charging points in the secondary car park and 2 in the primary car park. The charging rates are competitive and either in line or lower than the cheapest local rate such as Tesco. Employees receive a further reduced charging rate. Just plug in and charge your car as you go off to work!

Employee Assistance Programme

This is a support service for all employees, 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 031 4684.

Employee Referral Scheme

We offer existing employees a lump sum of £750 if they recommend a candidate who takes up a position at AVA. The employee referral payment is



paid once the member of staff passes their 6 month probationary period. Full details and T & C's can be found in the Employee Referral Policy.

Esquires Coffee Shop

Employees receive 10% (Mon-Fri) 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 will need to complete the DSE form in full and then claim for the expense through the Finance office.

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:employee\Admin\ Finance Forms.



Ff

Flu Vaccinations

The Academy supports employees to obtain a seasonal flu vaccinations by ensuring this is easily accessible on-site and is free of charge.

Gg

Gift Cards

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

Ll

Long Service Award

All employees who are employed under Bucks Pay and Conditions 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.

Lettings

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

Mm

We have a team of qualified Adult Mental Health First Aiders across the Academy, who have a passion for supporting the mental health of colleagues.

Nn



Nativity

We recognise the importance of attending your child's nativity and/or sports days (we are a school after all!) and allow employees this time to attend these important childhood moments.

Nuffield Health

Employees with a Blue Light Card can access a 25% discount at Nuffield Health Aylesbury, with access to a gym, Les Mills group exercise classes, swimming pool, sauna and steam room. Email james.chandler@nuffieldhealth.com and use BLTEACHER25 when signing up to unlock the discount.

Oo

Other Subject Expertise

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

Occupational Health

All employees receive access to our occupational health service.

Pp

Pension and Life Assurance

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

Both are contributory schemes, which means that a contribution is taken from your salary each month and your employer also makes a contribution. For teacher pension this is 28.68%. For LGPS pension this is 22.1%.

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 each employee will vary. More details can be found about the benefits of each scheme by following these links - www.teacherspensions.co.uk or www.buckinghamshire.gov.uk/pensions.

Professional Supervision

We offer professional supervision for all employees involved in the Safeguarding team.

Ss

Employee Refreshments

Employees supporting Parent Consultation Evenings or Open Evenings, will be provided with some light refreshments.

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

Star Employee Awards

Each student/employee member is given a nomination slip to nominate an employee that they think is a 'Star'.



Tt

Tax Free Childcare

Most employees 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 9 months to 4 years old. For more information, see: www.gov.uk/30-hours-free-childcare

Treat Days

Fortnightly, we offer a variety of free treats for employees during break time, including fresh fruit, croissants, pain au chocolat, cakes and bakes.

TLRs

TLRs are awarded in full for part time workers if the full role responsibility is undertaken.

Vv

Visiting Other Schools to Increase Your Knowledge

The Academy fully supports employees in their CPD. Some of the most rewarding training can come from visiting other schools or institutions to observe good practice. Employee 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 employees receive 10% off all wrap around care in the Primary phase.



Wellbeing Charter

We are committed to the Education Employee Wellbeing Charter; a declaration to protect, promote and enhance the well-being and mental health of all who work in the sector. We have an active Wellbeing Ambassador group to support continuous improvement.

Wellbeing Employee Survey

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

Wellbeing Leave

In order to support our employees we offer one day's paid leave per academic year for employees to support and manage their wellbeing. T & Cs can be found in the Employee Absence and Attendance Policy.