



Activate Learning Education Trust

Employee Benefits



Pension

ALET employees have the opportunity to become members of a highly competitive pension scheme. This is the Local Government Pension Scheme (LGPS) for business support staff and Teachers Pension Scheme (TPS) for teaching staff. ALET pays a generous employer contribution and both schemes include three times salary life cover whilst you remain in service.



Employee Wellbeing

- We are committed to staff wellbeing. As such our Trustees have given all staff two wellbeing days per annum, calendared for school-based staff and bookable for the central team.
- All staff have access to a 24/7/365 confidential Employee Assistance Programme with access to specialist telephone counselling.
- Subsidised gym membership. Please check with the relevant school for details.
- Annual flu vaccination vouchers are available for staff who are not eligible through the NHS.
- Free tea and coffee at all sites.
- Salary sacrifice cycle scheme.
- Eye Health Policy



Training and Development

- We are committed to supporting the professional growth of all our staff.
- ECTs are registered with providers complete their two years of ECT training and have reduced timetables during Year 1 and 2.
- All staff have access to a comprehensive e-learning portal with various CPD courses including safeguarding and role-specific training.



Career Pathways

Working in the Trust offers unique experiences. As a member of staff you can expect ALET to invest in your career progression. We are keen to promote from within so if you are looking for a career with real potential for progression, then ALET is the place for you.



Worklife and Family Friendly Policies

- We are committed to driving forward flexible working opportunities across our Trust to ensure we meet the work-life balance requirements of a diverse applicant market. We are open to discussing flexible working at the point of hire. We believe flexible working enables us to attract and retain the best talent to enable the very best outcomes for our students. This could include: flexible hours, compressed hours, hybrid working and the ability to attend meetings virtually.
- We offer all staff an enhanced sick pay scheme.
- We offer generous enhanced maternity leave, shared parental leave and paternity leave.
- We recognise that staff have commitments outside of school so we have developed a special leave scheme which allows staff to apply for time off (paid/unpaid) to attend significant events.
- ALET has recently signed up to a Joint Consultative Committee with our unions, ensuring we work in partnership with them and seek their input when creating our staff-related policies and initiatives.
- Free parking at all sites and Electrical charging points at UTC Oxford and UTC Heathrow.



Annual Leave

- Teaching staff holiday in line with school teachers pay and conditions
- Headteachers and executive team 40 days annual leave plus bank holidays
- Support staff - generous holiday entitlement 28 days rising to 29 days after one year and 30 days after five years plus bank holidays.



Community and Collaboration

With six schools and the central team currently within our Trust, opportunities to share and collaborate is encouraged and facilitated. We have different forums to support the sharing of expertise including our annual conference held in April.