



Symphony Learning Trust

Aspiration. Innovation. Excellence.

Being an SLT Employee...

- **Employee benefits**
- **Mental Health and Well-Being Support**

Being part of Symphony means a commitment to provide the very best education for pupils. Your dedication to this is greatly appreciated by all.

As Symphony strives to be an 'employer of choice', we believe it is of key importance to promote the wider benefits available to employees and also to highlight how, if necessary, the Trust can support the well-being of staff.

If you have any concerns or issues, please speak to your line-manager or another member of staff to see how your school and the Trust can support you.

Employee benefits

Wider Wallet

Discounts off top High Street brands, leisure and holidays, shopping, groceries and much more. Wider Tech also offers interest-free purchases of electrical goods with a salary sacrifice and also options for car-leasing. Boost your spending power, maximise your leisure time and experience better wellbeing activities through an easily accessible portal www.widerwallet.com/employees



The Government Childcare Scheme

Childcare vouchers are usually received instead of part of your salary, through a system known as 'Salary Sacrifice'. Unlike your salary, you don't have to pay any tax or national insurance on childcare vouchers.

<https://www.gov.uk/sign-in-childcare-account>

Teachers Pension Scheme

A defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments – so there'll be no nasty surprises when you come to claim your pension.

www.teacherspensions.co.uk



Support Staff Pensions

The LGPS is a nationwide scheme, administered by Local Authorities for the local government employers within their County boundaries, and also for many other non-profit making organisations

<http://www.leics.gov.uk/pensions>

Breakfast and After-School Club places

Many of our schools offer wrap-around care and where these are operated 'in-house' (ie. run by the school), you may be able to access free childcare provision. This is only available on the days the employee works and where there is availability. This applies to any Symphony employee, irrelevant to which Symphony school the pupil attends. For further details, employees should speak to their relevant school business manager.

Eye Tests - Free for eligible PC or Laptop users

If you regularly use a Display Screen Equipment (PC/Laptop) as part of your day to day role, you will be entitled to a free eye test up to the value of £25. Please check with your SBM to see if you are eligible and complete a form and you will be refunded on the production of a receipt.



Workplace Bikes

This scheme offers access to all of the UK's top bike brands, via Halfords and a network of hundreds of independent stores, enabling you to order a bike. Workplace Bikes works through salary sacrifice, meaning you will be able to make savings in both tax and National Insurance through the scheme.



<https://www.workplacebikes.com/employees>

Employee well-being

Employee Welfare Service

From time to time all of us may need help in dealing with changes and challenges in our lives – whether they be work-related or personal.

Symphony take the well-being of our employees seriously and therefore, we have ensured access to Leicestershire County Council support.



Contact Alison Earl on 0116 3056178 alison.earl@leics.gov.uk for free confidential advice and support.



Symphony support staff employees have access to an Employee Assistance Programme (EAP) through Legal and General. The EAP is aimed to be a positive, preventative programme of information, advice, training and services that help employees deal with events and issues in their everyday work and personal life.

Specific details of this are on the following side

Key benefits include:

- **Telephone support**

An independent, confidential and unlimited 24/7 service. Provided by specialist professionals who offer practical advice on stress, anxiety and many more issues.

- **Online Cognitive Behavioural Therapy (CBT)**

CBT is a treatment recommended by the National Institute for Health and Care Excellence (NICE). It focuses on patterns of thinking which can result in anxiety or low mood. This self-help online tool is delivered subject to clinical approval, typically with four telephone support calls.

- **Telephone based bereavement counselling**

Specialist professionals can help with grief and related stress, plus help with legal issues such as wills, power of attorney, state benefits, debt management and dependant care. Immediate family can also access this service for bereavement counselling.

- **Manager consultation / coaching**

A free service where line managers can discuss difficult or challenging situations and receive help on how to deal with them. Various information sheets available online.

- **Immediate crisis intervention**

Provided through telephone counselling teams supported by clinical supervisors. It is available 24/7 and includes a 30 minute counselling session if appropriate.

- **Legal information service**

Free information and links to legal guidance on many aspects such as debt management, lawsuits, consumer or property disputes. Please note this service does not give legal advice.

- **Medical information**

Recommendations, practical information and advice on medical or health related issues from qualified professionals.

- **Health risk assessment tool.**

A tool that enables employees to set and track goals to improve their health.

- **Online support Access to fact sheets, legal guides, manager guides, links and podcasts on how to cope with life events such as buying a house, giving up smoking or coping with stress.**

- **Support Staff can also access Employee Assistance Programme (EAP) through Legal & General**

www.legalandgeneral.com/eap

Access code: worklifeeap

Password: worklifeeap

To access the EAP, please call 0800 316 9337. (Calls may be recorded and monitored)

Legal and General's EAP is supplied by Health Assured. Health

Assured's EAP is one of the few in the market that is accredited by the British Association for Counselling and psychotherapy (BACP) as well as the Employee Assistance Professionals Association (EAPA).

Additional support and benefits...

Additional Staff Health & Wellbeing Insurance: (Mainly Teaching Staff)

Your school may also buy into additional Medical, Health and Wellbeing support, through the staff absence insurance, please contact your SBM for more information



CPD and Apprenticeship Opportunities

Training, Coaching, Mentoring, Observations, opportunities to visit other schools and meet with colleagues in similar roles. We take professional development seriously and all staff are actively involved in the appraisal process and encouraged to identify their next steps which for many, the Trust can facilitate.



Health and well-being Support Plans

Schools also undertake Health & Wellbeing Support plans and they can make a referral to Occupational Health to support staff with any medical, stress or wellbeing related conditions.