



Education  
Partnership  
Trust

# Employee Benefits

Creating outstanding schools  
which transform learning, lives  
and communities



# Introduction

## Education Partnership Trust

Our vision is to create outstanding schools which transform learning, lives and communities. We are united by our three key values:

### High Expectations

of ourselves, our pupils and our school community

### Commitment

we are dedicated to raising standards and improving opportunities

### Ambition

we constantly strive to improve by setting ourselves challenging goals.

All our schools benefit from a bespoke approach which is tailored to the needs of each school and enables the school to focus on the teaching and learning of pupils.

## Benefits Overview

The Trust follows Burgundy Book for Teaching staff and Green Book for support staff for Pay and Conditions. In addition to this, all employees are entitled to receive the following benefits:

- Support Staff receive 31 days' annual leave plus Bank Holidays (or a pro rata proportion for Term Time Only or part time employees)
- Healthcare cash back plan provided free by the Trust through Simply Health which includes optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- Employee assistance programme which includes counselling, CBT, wellbeing and bereavement support.
- Cycle to work scheme (Salary Sacrifice).
- Electric Car Scheme (Salary Sacrifice)
- Access to Teachers/Local Government Pension schemes.
- Free parking at all schools
- Training and development opportunities
- Professional development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources
- Trust wide Quality Improvement Groups for effective collaboration

# Trust Wide Support

## EPT Intranet

The Intranet is used to communicate the latest information to our employees, including a selection of mini guides to support your financial, mental, physical, and social wellbeing, as well as a wide range of shared resources to support you in delivering the best education to our students.

A regularly updated news section ensures all staff are informed of key information.

## Quality Improvement Groups (QIG)

There are several QIGs that operate across the EPT, ranging from subject specific groups to QIGs that have a wider remit across multiple leadership areas. Each school has a nominated representative that is a member of each QIG. School representatives attend all meetings and contribute to the groups improvement priorities for the academic year. The overarching purpose of the QIG groups are to support improvements for pupils and staff within schools across the EPT.

The following groups are currently in operation:

- Designated Safeguarding Leads
- Core Subject Moderation Group
- CEIAG
- SENDCO
- Reading and Writing
- PSHE
- Outdoor Education
- PE



# Health & Wellbeing

## Wellbeing

Wellbeing is very important to Education Partnership Trust (EPT). Part of our commitment to the health and wellbeing of all our employees is to foster and promote a culture that:

- increases awareness of ways to improve health;
- decreases high levels of stress through monitoring the working environment;
- protects employees, where possible, from workplace injury;
- offers job satisfaction and, where possible, flexible working options; and
- supports employees by implementing health and wellbeing medical, physical and mental health support and providing guidance from a range of practitioners.

Having a happy and healthy workforce is important to us which is why we have teamed up with various partners to provide you with the right information, advice, offers and initiatives to look after yourself.

EPT Central Team works with the Wellbeing Champions in each school to provide advice and support where appropriate and to share wellbeing initiatives that are taking place throughout our schools.

The Trust recognises the importance of responding to mental health promptly. Each school has staff trained in mental health first aid to provide the appropriate care and support when required to both pupils and staff.

## Simply Health

The Trust provides access to Simply Health. As well as a cashback plan to claim for treatment received by a dentist, doctor, optician, or specialist, they also offer discounted rates on gym memberships, health products and additional scans, x-rays and physio support.

Simply Health also provides:

- 24/7 access to an GP online
- Online physiotherapy assessments
- A bank of health resources including wellbeing resources, travel advice and a Women's Hub and Health Living Hub

In addition to the above, there is also a mini health check and a wide selection of 4 Week programmes to support topics such as quitting smoking, losing weight, sleep and exercise.

## Employee Assistance Programme

The Trust provides an employee assistance programme (EAP) to all employees through Simply Health. Whether it's financial or legal advice, family disputes or help managing your mental health, qualified counsellors are at the end of the phone to give you the help and support you may need 24/7.

## Employee Engagement Survey

Each year we carry out an engagement survey to collect feedback from our employees. We use the data provided to assess the culture; identify what is working well and where improvements can be made across each school and the Trust.

We actively encourage everyone to complete the anonymous survey so we can hear our employee voice and act on the information given.

# Discounts

As an EPT employee, you can access a range of discounts and benefits which include:

- **Simply Rewards** - discounted health products accessible through the Simply Health account
- **Discounts for Teachers** - start saving with retail, travel, finance, insurance, mobiles, motoring and household utilities providers (available to all staff across the Trust, not just Teachers!)
- **Film Pass Club** - up to 40% off cinema tickets for all employees & volunteers
- **Discounted Gyms** –
  - JD Gyms - No joining fee, no contract and the 1st month for £10
  - Crow Wood Leisure, Burnley – Corporate Rate
  - 'My Gym Discounts' through Simply Health
  - Corporate membership at Burnley and Blackburn with Darwen Leisure facilities



# Salary Sacrifice

A salary sacrifice scheme enables you to save make savings on National Insurance contributions and Income Tax through one our current schemes:

## Cycle to Work Scheme

Save between 25% and 39% via savings on National Insurance and Income Tax. Enter into an agreement to provide you with a new bike and accessories.

## Electric Car scheme

We work with Octopus Energy to bring you everything you need to join the electric revolution including a brand new electric vehicle with no upfront costs, insurance (T&C's apply and subject to eligibility), maintenance, road tax and MOT, tyres, AA breakdown, a free home charger with standard installation and 5 star service. Save up to 40% via savings on National Insurance and Income Tax.



# Pensions

## Teachers' Pension

Teaching staff will be automatically enrolled into the Teachers' pension scheme. Your teacher's pension is the way that you, your employer and the government help you to save for your future. Each time you get paid, you pay contributions towards the cost of your pension.

Your teacher's pension is one of the key benefits of your career. It provides protection both while you're in service and once you retire. It's important to be aware of the main benefits of paying into the Scheme.

Further information can be found online - <https://www.teacherspensions.co.uk/members/member-hub.aspx>

## Local Government Pension

Support staff will be automatically enrolled into the Local Government Pension scheme. The LGPS is a valuable part of the pay and rewards package of employees who are entitled to join the Scheme. You can take control by choosing to pay more or less into your pension. The LGPS protects you and your dependants with a range of benefits.

Further information can be found online - <https://www.lgpsmember.org/your-pension/the-essentials/>



# Learning & Development

The Trust promotes a culture of learning and development. Each school holds regular CPD sessions provided both in-house and through external training providers.

Development activities can take the form of formal learning interventions, coaching, on-the-job learning and mentoring. Training is an essential aspect of performance management and is discussed during induction, at appraisal and one-to-one meetings. All staff are eligible for support in their professional development and are entitled to request training or coaching from their manager.

The Trust provides all staff with access to an online training platform through I Am Compliant. Staff can access a course library to develop their knowledge, skill set and wellbeing. There are a number of mandatory courses which are required to be completed initially during the induction process and renewed on a regular basis.

Trust wide training is also provided across our schools, covering areas including Leadership & Management and Teaching & Learning.

## Trust CPD - Education

EPT staff benefit from CPD beyond the offer within their own school. Professional development and training events are regularly delivered by the Director of Education focussing on a wide range of current educational topics to support staff to become better practitioners. Training materials and additional reading are then made available on the EPT intranet for all EPT staff to access and benefit from.

National Professional Qualifications (NPQs) are the most widely recognised qualifications in the education sector and are accredited by the Department for Education (DfE). The Trust supports the completion of NPQs at all levels for current and aspiring leaders.

## Early Careers

The Trust is committed to providing opportunity to all. Whether you are looking for an apprenticeship, an ITT work placement or if you are an ECT starting your career in teaching, there are career opportunities to suit everyone. We work with Star Academies to support and develop our ECT's, and various providers to support training for our Apprentices.



# Internal Progression

At EPT, we believe in promoting from within and support our colleagues with the tools and knowledge required to progress their career. We have employees who began their career with the Trust as Teaching Assistants who are now members of SLT, and other staff who started as pupil's at our schools who are now in established roles within the Trust.

Here are some examples of our 'success stories' from employees who have developed their career and progressed within the Trust.

*"I joined the school as a Learning and Pastoral Support Officer and progressed to Assistant Head of Year which I was really proud of. I aspired to become a teacher and the school offered to train me as an ITT (Initial Training Teacher) in Religion and World Views, Health and Social Care and PHSC. I now spend 13 hours a week teaching as an unqualified teacher whilst completing my QTS."*

**Holly Johnston, Trainee Teacher – Pleckgate High School**

*"In my six years at The Heights, I have been given the support and opportunity to progress from an Instructor to SENCO and part of the Senior Leadership Team, to an Assistant Head and now Deputy Headteacher. I have also been supported in achieving my BA (Hons) in Professional Development of Education, NASENCO, NPQML, NPQSL, Access Arrangements qualification (AAC CCET) and complete SEND Review training. I am currently being supported to complete the NPQH"*

**Louise Lowe, Deputy Headteacher – The Heights Blackburn**

*"I started at Coal Clough Academy 5 years ago as a Teaching Assistant in the nurture provision. I was lucky enough to train and qualify as a certified nurture practitioner, later going on to get my emotional literacy support assistant (ELSA) accreditation. I expressed an interest in therapeutic work and was supported with training opportunities to allow me to deliver Drawing and Talking, Therapeutic Art, Lego Therapy and counselling sessions. After securing a role as a HLTA I began to work closely with the vocational department, where I progressed to achieve a Level 5 Diploma in Education and Training. This has allowed me to enroll on a QTLS programme, focusing on teaching art, wellbeing and textiles as both formal qualifications and therapeutic interventions."*

**Mollie Turner, HLTA – Coal Clough Academy**

*"Since joining the Trust in 2019 as a PE Teacher, I have been provided a great platform to professionally develop and add value to the school with an unwavering amount of support from management. I have completed my QTLS, Assessors Awards and also subject specific CPD. I have been given the opportunity to progress and now have been further supported in my new role as Assistant Headteacher. Next steps would be an NPQ which I again, will be heavily supported by my senior leaders and colleagues"*

**Omar Rafiq, Assistant Headteacher - The Heights, Burnley**

*"I joined the school as an ECT and am now in my fourth year. During this time, I have been given the support and development opportunities that have enabled me to progress from ECT to Assistant Curriculum Leader of Science. I have recently completed the NPQLTD this year. This has enabled me to positively contribute to whole school CPD and, as part of the teaching and learning team, I have been given the opportunity to design and deliver CPD sessions for my colleagues. I have enjoyed working here and have gained invaluable experiences that have set me up well for a successful career in Education."*

**Bayley Waters, Assistant Curriculum Leader of Science – Atherton High School**

*"I joined the school in 2013 as an Admin Assistant before progressing to classroom support. I was supported during my training to become a Higher Level Teaching Assistant and then completed my teacher training, gaining QTS. My career has progressed now to Vocation Lead and a member of the Senior Leadership Team. I've spent most of my working life in the same school; I have enjoyed it thoroughly and I'm really looking forward to continuing my journey here."*

**Daniel Topham, Vocation Lead - The Heights Blackburn**

*"I used to be a pupil at the school, and now I work here! IT was my favourite subject at school and I went to college and university and did computing. I initially started my career as an Apprentice at Witton Park High School and then an opportunity came up at Pleckgate in June 2022 in their IT Department as an ICT Technician and I am now the first line of support."*

**Sully Hussain, ICT Technician – Pleckgate High School**

*"I started working at Coal Clough Academy, EPT in September 2016, I joined the school knowing my passion was to change lives and shape futures for the local community. I pride myself on developing young people to be the best they can be both in and out of school. This philosophy then spills into my own professional growth. The time here at Coal Clough has given me the opportunity to go from Deputy Head of Curriculum and Standards to Head teacher. I have completed both my NPQH and NPQEL whilst leading the school through two successful Ofsted Inspections. Part of the work I do in school allows me to grow and develop staff, allowing them to see their own potential and progress within our school."*

**Holly Clarke, Head Teacher – Coal Clough Academy**

*"I joined Burnley High School as an Assistant Headteacher in 2016, prior to our transfer to EPT. In my seven years at Burnley High School, and particularly since joining EPT, I have been incredibly well supported by them, enabling me to progress to Deputy Headteacher, and more recently in becoming Headteacher at Burnley High School two and a half years ago. Being given the support and opportunities to develop my career has been fantastic and I have also appreciated the professional challenge provided, as well as being guided in achieving my NPQH and starting my Masters in Educational Leadership. The EPT has absolutely made me a better educational leader and I am really looking forward to continuing my career with the EPT."*

**Emma Starkey, Headteacher - Burnley High School**

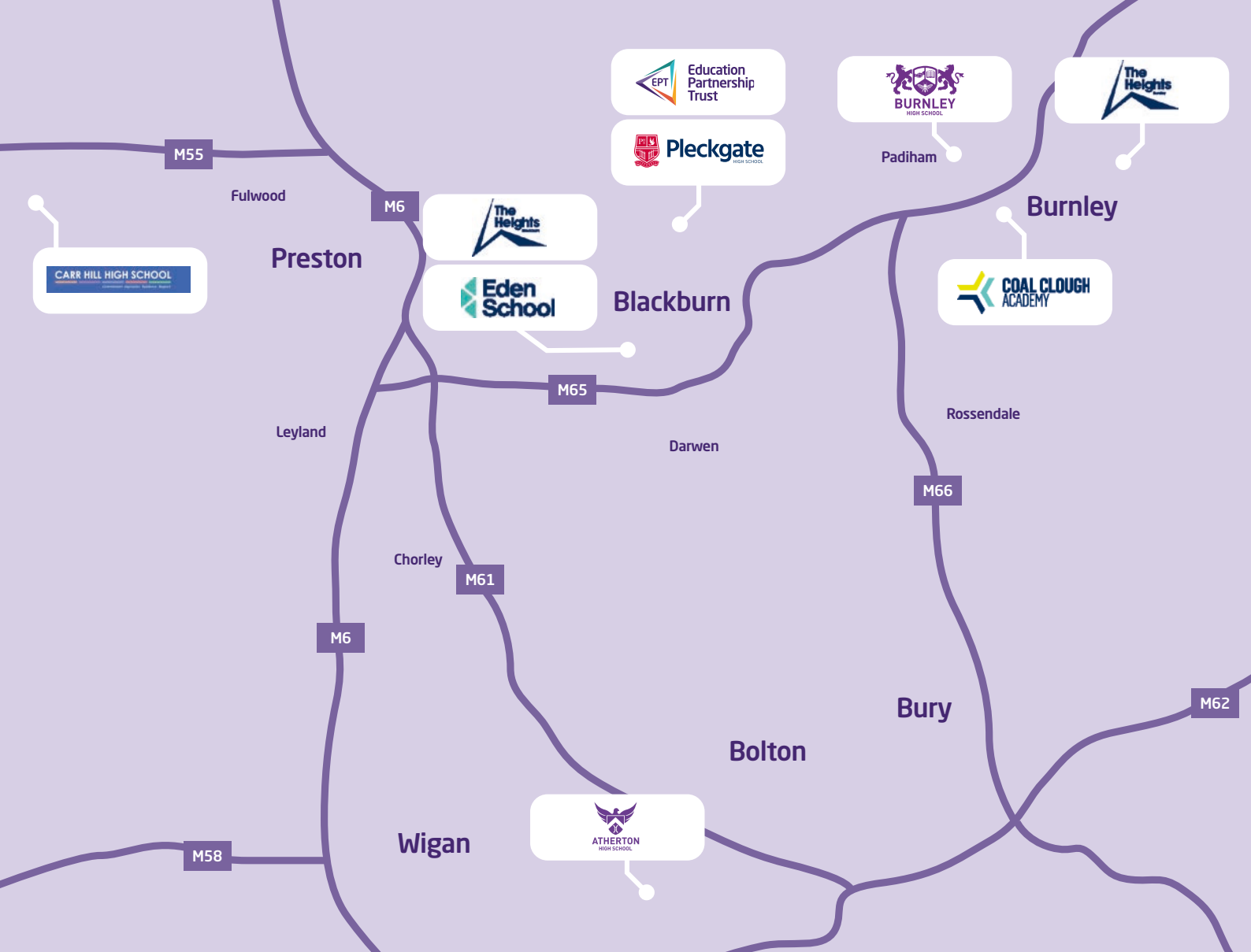
*"I started as a trainee at Burnley High School in 2017. Since starting in my teaching career, I have been given many opportunities to progress as well as many training opportunities. I have completed the Middle Leadership programme with EPT and I have currently been supported to complete my NPQSL. My leadership journey with EPT began with a promotion to Head of Year, followed by Head of MFL and more recently, I have been shadowing the Senior Leadership Team as an Associate Assistant Headteacher. I am thrilled to work for a Trust where success is celebrated, talent is recognised and progression is encouraged."*

**Heather Costello, Associate Assistant Headteacher - Burnley High School**

*"In my 12 years at Coal Clough Academy, my progress in regards to my career and personal development has been amazing. I was fortunate enough to be a part of the school 10 years ago when we became a part of the EPT. In that time I have had many opportunities in which I have been supported, such as completing my teaching qualification many years ago and progressing to Assistant Headteacher. Further development continues with my NPQH, and supportive roles within schools across the trust."*

**Dillon Yates, Assistant Head Teacher – Coal Clough Academy**





# Contact



Education  
Partnership  
Trust

Education Partnership Trust  
Pleckgate Road  
Blackburn  
BB1 8QA

01254 790026  
contact@ept-uk.com  
www.ept-uk.com