

## UTCW Employee Benefits

Here at UTC Warrington, we are proud to offer a competitive benefits package for our valued employees.

We understand as an employer we need to be flexible and responsive in order to promote diversity and equality whilst being able to attract and retain the highest quality workforce. Therefore, we hope that you will be able to take advantage of some of the benefits we offer whilst you are employed by us.

### **Flexible working:**

We are happy to offer flexible working to our staff and allow applications of flexible where possible. For teachers this may work around your time table. For support staff, depending on role, this could be one day at week home working or flexible working hours.

### **TOIL time**

We allow a flexible TOIL process, for staff to be able to request time back for hours earned at external events outside of directed time/contracted hours.

### **Cycle2work scheme:**

Cycle to work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint. The initiative also allows you to make huge Tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice.

### **Occupational Health Service:**

UTC Warrington work with an external company to provide a high quality OH service.

### **Flu Jab:**

If you wish to take the seasonal flu jab and are not entitled to a free one, UTCW will reimburse you for this. We want our staff to stay fit and well.

### **Advise and counselling service:**

Our free Employee Assistance Programme (EAP) is a confidential 24/7 telephone line manned by accredited counsellors who are there to help staff with any matters they are worried about (work based or in their personal lives). This service also offers some face-to-face counselling where needed and other excellent benefits.

### **Dedicated Mental Health Lead:**

A designated member of staff qualified to offer wellbeing support and guidance to all staff.

### **IT equipment:**

Upon starting with UTCW, you will receive a high-quality laptop to the value of £900 on average.

**Personal Development:**

UTCW offer opportunities for personal and professional development in a supportive environment. Newly qualified teachers to the school are allocated a mentor at the start of their employment and there is a well-planned Induction process for all staff.

**Catering offer:**

UTCW offers free lunch meals for those on duty and additional staff catering when hosting marketing and recruitment events and parent's evenings. Subsidised tea and coffee daily.

**Staff Socials:**

A team ethos is very important at UTCW and we plan at least 3 events per year dedicated to staff social events.

**Pension Scheme:**

Teachers: Membership of the Teacher's Pension Scheme. Key benefits of the scheme are:

- you receive a guaranteed pension through the Teachers' Pension Scheme.
- you pay into your pension and so does UTCW as your employer. (Current rate 23.68%)
- it's 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

Support staff: Member of the Local Government Pension Scheme, key benefits to you are:

- secure pension
- flexibility to pay more or less contributions depending on your circumstances, tax efficient now and in the future
- freedom to choose when you would like to take your pension between the age of 55 and 75.