



**NORTHUMBERLAND**  
CHURCH OF ENGLAND  
**ACADEMY TRUST**

# EMPLOYEE BENEFITS

N C E A T R U S T

# A MESSAGE

## FROM THE CEO

Any organisation can only be as successful as its employees. At NCEAT, it is a privilege to lead our fantastic staff team, helping to shape and improve the life chances of the children and young people in our communities. Each member of our staff team makes a significant impact on this regardless of their role and it is through their work that our children have the opportunity to 'let their lights shine'.

To support great staff, we have to be an organisation where our staff feel valued and supported. In our annual Trust development plan, we have an entire section focused solely on "investing in our people". This sets out our priorities each year for staff development, as we want to be recognised as a great employer, committed to staff continuous professional development.

Staff who are happy in their roles feel valued and well supported are more productive and more likely to remain with us in the longer term. As a trust, we have a strong track record of internal promotions and we aim to provide long term career pathways.

Our staff team always goes above and beyond to ensure that we provide the best education for the children and young people in our care. If you feel passionate about making a difference and transforming lives we can offer you the opportunity to join our amazing team in a rewarding role.



# LIGHT

## VALUES

### LOVE

We care for each other and we help others do well. We have a concern for justice and for the vulnerable, especially those in need. [Mark 12:31, John 3:16, John 13:24-35, Romans 12:10, 1 Corinthians 13, 1 John 4:11]



### INCLUSIVITY

We are an open, welcoming and inclusive community that celebrates the worth of each person, and when necessary offers forgiveness and reconciliation too. [Matthew 6:12, Ephesians 4:2, Ephesians 4:32]



### GOODNESS

We work hard and always seek to do what is right. We encourage one another to treat others as we would like to be treated, to do good and to serve others. [Luke 6:31, Galatians 5:22, Hebrews 10: 24, 2 Peter 1:5]



### HOPE

We aspire to be the best we can be. We learn from our mistakes and try again with determination. [Psalm 25:21, Psalm 31:24, Psalm 33:18, Romans 15:4, Colossians 1:5]



### TRUTH

We tell the truth and are true to our word. We take responsibility for what we think, say and do. We encourage integrity and respect for authority. [Proverbs 12:17, Mark 12:14, John 1:17, John 8:22, John 14:6]





## FLEXIBLE WORKING

We offer flexible working which gives you the freedom to manage your work schedules while maintaining productivity. This approach supports work-life balance, reduces commuting time and enhances wellbeing.

## ANNUAL LEAVE

We offer staff that work all year round 26 days holiday plus bank holidays rising to 31 days after 5 years service. All other employees work on a term time contract and may be required to work an agreed amount of days extra during the holidays.

## PENSIONS

Our pension schemes provide employees with a secure and tax-efficient way to save for retirement. The Trust makes contributions between 17% and 29%, dependent on which scheme you are part of, helping to build your pension pot over time.



## FAMILY CENTERED POLICIES

Our family-centered policies are designed with our employees at the heart, ensuring your needs are central to our approach. This includes benefits relating to shared parental leave, maternity and paternity pay.



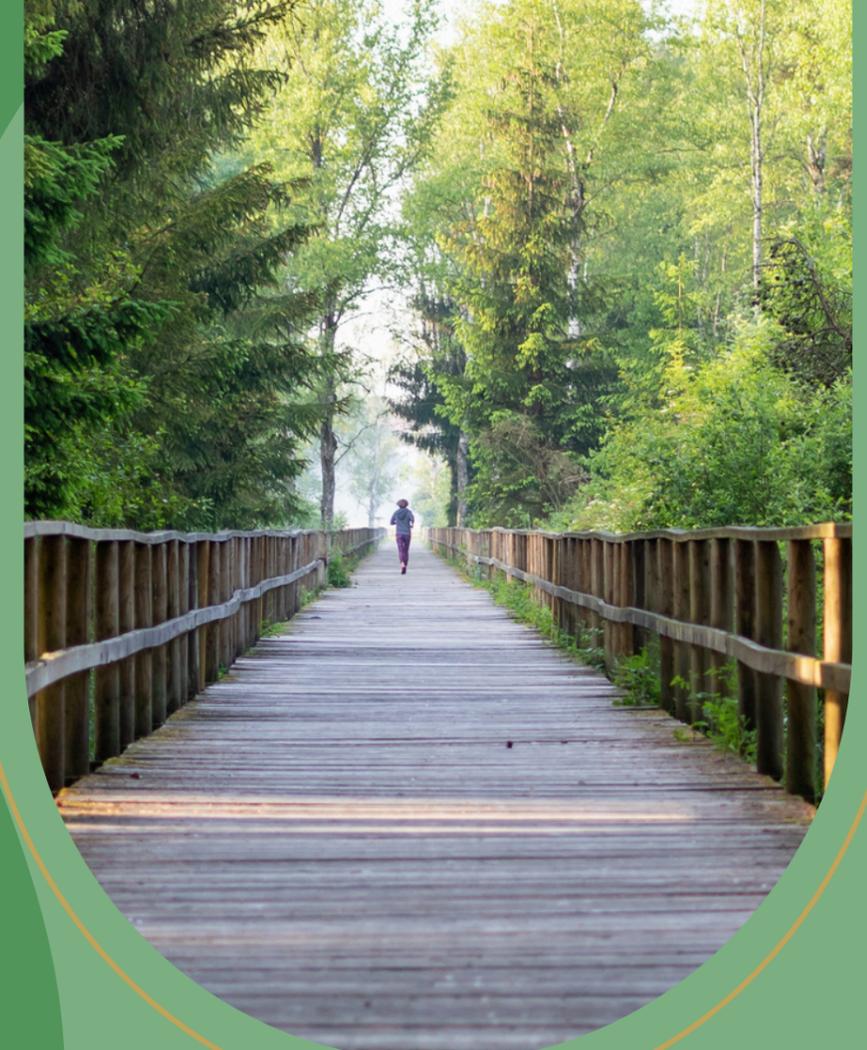
# EMPLOYEE ASSISTANCE PROGRAMME

The Employee Assistance Programme (EAP) is a confidential support service designed to help employees with personal and work-related challenges. It provides access to professional advice, counselling and resources on issues such as mental health, financial concerns, legal matters and workplace stress. Available 24/7, the EAP ensures employees receive the guidance they need to maintain wellbeing and productivity.



# OCCUPATIONAL HEALTH

Occupational health focuses on promoting and maintaining the wellbeing of employees in the workplace. It provides support for physical and mental health issues, helping to prevent work-related illnesses and injuries. Services may include health assessments, advice on workplace adjustments and guidance on returning to work after illness. By prioritising employee health, we aim to reduce absenteeism, improve productivity and create a safer, more supportive work environment.



## DITTOLO

We work with Dittolo, a company that assists us with our mental health strategy. Whatever you're struggling with, work-related or otherwise, Dittolo has tailored resources to support you.



# THE NEST

HELPING YOUR CHILD TO SPREAD THEIR WINGS

As an employee, you have access to The Nest, Ashington and The Nest, Newbiggin-by-the-Sea. Investing in your child's early years can set them up for a lifetime of success. The Nest provides a nurturing environment and quality education, guiding children towards unlocking their full potential and giving them the best start in life.

Let's watch them thrive together! Book your visit today or contact us for more information.

The Nest offers both paid and free 30 Hour places to eligible families with children aged 9 months to 3 years. Open between 07:45am - 4:45pm.

Check eligibility at [www.childcarechoices.gov.uk](http://www.childcarechoices.gov.uk).

Wrap around care available.





## HOTPOD YOGA

Each employee has access to our exclusive discount code for Hotpod Yoga in Morpeth and 15% of memberships and passes.

Our employees get access to a FREE single class pass to give them an opportunity to experience the benefits of doing yoga in a 27 degree heat.



SCAN TO FIND A CLASS

## CYCLE TO WORK

A cycle to work scheme helps employees save money on bikes and accessories through salary sacrifice, making cycling a cost-effective and healthy commuting option. It promotes fitness, reduces stress and supports environmental sustainability by cutting carbon emissions and traffic congestion.

For employers, the scheme boosts employee well-being, productivity and engagement while offering National Insurance savings. It also demonstrates a commitment to sustainability and corporate social responsibility, making it a valuable initiative for businesses and staff alike.



## GYM DISCOUNTS

### SCULPT

Sculpt Ashington is offering staff at NCEAT a £40 a month zero contract.

Simply scan the QR code or go to [www.sculptfitnessgym.com](http://www.sculptfitnessgym.com) to redeem and add NCEAT30 as your promo code.

\*Current members need to email Ashbourne to redeem.



SCULPT

### PLACES LEISURE

As part of our ongoing commitment to staff wellbeing, we offer a corporate discount at Places Leisure which allows staff to save £11 a month on the normal price, reducing a membership to £32 a month. Head to [www.placesleisure.org](http://www.placesleisure.org) or scan the code.



PLACES

# FLU VOUCHERS

Every year we offer flu vouchers to those who are not eligible to receive one via their GP's surgery.

After you have claimed your voucher you can then redeem it at your nearest participating pharmacy. Asda, Tesco and Superdrug will all accept these vouchers.

# FREE EYE TESTS

The Trust offers free eye test vouchers for staff who are DSE users. You can only redeem the voucher at your nearest Specsavers. Contact HR to receive your voucher once you have booked your test.



# BLUE LIGHT CARD

Make huge savings with a Blue Light Card! Did you know, anyone who works in education can now get a blue light card giving them hundreds of discounts? It only takes a few simple steps! Go to [www.bluelightcard.co.uk](http://www.bluelightcard.co.uk) to find out more or scan the QR code.



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# OUR ROLES

The Trust offers a wide range of job roles that contribute to the smooth operation and success of our schools.



**Teaching:** Our teachers play a crucial role in delivering high-quality education, supporting students in their learning, and fostering an engaging and inclusive classroom environment.



**Support staff:** Playing an integral role to support both our teachers and pupils day-to-day, our teaching assistants and specialist support staff including speech and language therapists, SEND assistants and intervention assistants are critical to ensuring positive outcomes for our learners who require additional support and to minimising disruption to the school day for learners across our mainstream and special school environments.



**Non-teaching staff:** Our administrative staff, receptionists, caretakers, cooks, cleaners and lunchtime supervisors all play a vital role to keep our schools running smoothly and safely to ensure that teaching staff can focus their attention solely on what brings us all to work every day - the children.



**Professional services:** Within central services, you will find our finance, HR and payroll, IT, facilities management, governance, marketing and data teams. These teams of professionals work across all of our schools and provide an invaluable service to our school staff at all levels.

Each role is vital in maintaining a high-quality educational environment.





# CPD

## YOUR DEVELOPMENT



At NCEAT, we believe in investing in your development and helping you grow and lead throughout every stage of your career. Our CPD programmes are tailored to each role, allowing you to benefit from high quality training opportunities such as ECT support, safeguarding training, and the opportunity to attend conferences/workshops.

## THE TRUST



By joining the Trust, you will become an important part of a growing MAT with 7 primary schools, 1 secondary school and 1 specialist SEN school, providing a strong professional network where development across different sites is encouraged where possible.

## OUR STAFF



Staff are a crucial part of our Trust, just like our pupils. We are devoted to recruiting, training, retaining, and taking good care of our highly skilled and dedicated team. Our staff have regular conversations to discuss their development and are supported to achieve their personal and professional goals.



## CONTACT US



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