



Staff Benefits Statement

Approval Body:	Finance Committee
Approval Date:	June 2023
Implementation Date:	June 2023
Review Date:	June 2024
Policy Version:	5

Version Control

Version	Reviewed	Changes since last version
1	June 2020	Existing version
2	June 2021	Minor wording updates to add clarity and removal of acronym for BAME.
3	November 2021	Amended the section about free healthy breakfast to reflect the benefit for all schools. 2.5 – reference to performance has been removed.
4	October 2022	Small update to section 4.1
5	June 2023	Update to Eye Care voucher scheme.

1. Context

Mulberry Schools Trust wants all staff to be able to thrive in a happy and healthy work environment. The Trust acknowledges the pressures that staff working in the education sector face, both teaching and support staff colleagues.

A full range of benefits across three key areas are available to all staff to support their personal and professional development and provide them with a secure and interesting working environment.

The Trust benefits are available to all Mulberry Schools Trust staff across the family of schools. New staff are advised of all the benefits as part of their induction period. All staff can find out further details about the benefits from HR department at each school site.

2. Financial Benefits

All schools in the Mulberry Schools Trust are based around inner London. The Trust has developed a variety of different staff financial benefits to help support staff financially. The Trust acknowledges that living and working in the capital city can be expensive for staff.

2.1 Pension Schemes

Mulberry Schools Trust is a member of the Teachers' Pension scheme (TPS) and a Local Government Pension Scheme (LGPS). Staff are auto-enrolled into the pension scheme subject to the pension scheme criteria.

2.2 Cycle to Work Scheme

The cycle to work scheme at Mulberry Schools Trust is in partnership with Evans Cycles. The scheme allows staff buy a bike and any accessories they may need. The payments are then deducted monthly via payroll in a salary sacrifice scheme. The minimum certificate value is £100, and the maximum is £1,000. This benefit provides savings on tax and national insurance for staff.

2.3 Season Ticket Loans

Staff at Mulberry Schools Trust can take out a season ticket loan to help with payment for cost of travel, interest free. Buying an annual pass for transport allows staff to save money on the monthly cost and pay this back via payroll deductions on a monthly basis.

2.4 Staff Car Park (if available)

All schools in the Mulberry family are based around inner London, where parking often is not available. There is limited parking available at some of the school sites. If this is available, then staff can apply for car park access for free.

2.5 Mulberry Loyalty Annual Service Award

This bonus rewards eligible staff based on their service with the Mulberry Schools Trust (**calculated at 31st August**). Eligible staff are entitled to the following payments in their December salary:

- £50 after 1 completed year of service
- £100 after 2 completed years of service
- £150 after 3 completed years of service
- £200 after 4 completed years of service
- £250 after 5 completed years of service
- £250 for every year thereafter

These payments will be made through payroll and administered by the finance team within individual schools.

2.6 Long Service Award

There is a Trust award ceremony which is an annual celebration. Members of staff with 25 years' service are recognised with a certificate and a gift for their service to education. Gift is in line with government allowances

2.7 Eye Care Vouchers

The Trust will provide staff with a free eye test and a voucher of up to £50 per rolling annum for money off glasses, if they are required. Staff can use an optician of their choice and must provide an invoice / receipt / statement in return of the service to claim the reimbursement.

3. Wellbeing and Work-life Balance

Mulberry Schools Trust invests in the wellbeing of staff and works closely with staff to ensure a good work life balance. All schools within the Trust have limited access to the school buildings between the hours of 8am and 6pm to ensure working hours are reasonable. The Trust has a flexible working policy and seeks to support staff who request flexible working arrangements where possible.

We want to ensure that staff have an opportunity to eat before the working day starts to support our commitment to staff wellbeing. Each school offers a bespoke breakfast/snacks service, open to all.

3.1 Employee Assistance Programme and Counselling

The Trust work with an organisation called Confidential Care, which is an independent, confidential 24/7 telephone advice line for all staff. They can provide help with mental health support, debt advice, legal advice, family care and everyday matters.

Staff also have access to make a self-referral for face to face counselling sessions through this service. Waiting times for access to NHS support with mental health issues are more than 9-12 months in London currently, this service offers an alternative for our staff to access support when they need it most.

3.2 Free Gym

There are gym facilities at many of the school sites, and these are available for staff to use for free during the designated staff use periods. Gym memberships in London can be costly; this benefit provides a free alternative for staff who want to keep fit and active. Staff can request to use any gym and contact should be made through the HR team.

3.3 Paid Sabbatical Opportunities

After six years of continuous service to schools within the Mulberry Schools Trust, teachers and support staff (not members of SLT who have other professional learning benefits) will have the opportunity to apply for a paid sabbatical of six weeks at the end of the academic year.

There will be two places available for teaching staff and two for support staff. Applicants will set out what they would like to do with this period that is related to their professional development. Trustees will interview and appoint to these sabbatical places. Please refer to the Sabbatical Policy for further details.

3.4 Priority Admission to Mulberry Trust Schools

Staff who have been working at Mulberry Schools Trust for two years or more will have priority admission to any Mulberry school for their children.

3.5 Enhanced Annual Leave for Support Staff

To support the Trusts' commitment to work life balance for staff, all support staff have enhanced annual leave above the statutory amount.

In addition to this support staff are eligible for five days additional annual leave in recognition of five years continuous service.

4. Professional Learning

Mulberry Schools Trust aims to inspire of a love of learning not just for students, but also for staff. Continuous professional development and investment in people is central to the Trust's core values.

4.1 Leadership, Development and Training Programmes

The Trust has a wide range of leadership, development, and training programmes available for staff, these are delivered via the Support Staff Professional Development Programme, Mulberry Leadership Academy and East London Teaching School Hub.

4.2 Internal Staff Development

The Trust benefits from being a family of schools and gives staff greater access to internal development opportunities.

There are professional learning opportunities for both teaching and support staff. The Trust is constantly developing opportunities to invest in people, some of these are detailed below.

- Opportunities for staff to lead international trips
- Peer reviews and cross Trust work
- Extensive conference and lecture programmes with high profile speakers
- Opportunities to benefit from work with high profile arts and STEM organisations
- Additional responsibility opportunities
- Support staff development opportunities