









## EMPLOYEE BENEFITS AT SIR ROBERT PATTINSON ACADEMY

	<b>Annual Leave</b>	<p>Support staff on a 52 week contract are entitled to a generous annual leave allowance, which increases after five years' service. Up to two weeks' annual leave allowance may be taken during term time, subject to certain restrictions.</p>
	<b>Occupational Pension Scheme</b>	<p>All staff are automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme, subject to certain conditions.</p>
	<b>Car Parking</b>	<p>All staff can take advantage of extensive free car parking on site.</p>
	<b>Canteen</b>	<p>Our canteen provides nutritious hot and cold snacks, sandwiches, salads, and hot meals at highly competitive prices. We also have a breakfast club open from 8am and a coffee shop in the Sixth Form common room, both of which are also open to staff.</p>
	<b>Cycle to Work Scheme</b>	<p>We operate a Cycle to Work Scheme which is open to all staff. The scheme is implemented on a salary sacrifice basis enabling staff to purchase a bike and/or accessories with a tax saving and spreading the cost of the equipment over 12 or 18 months through salary.</p> <p>There is a secure bicycle store on site.</p>
	<b>Education Mutual</b>	<p>Education Mutuals Health &amp; Wellbeing Scheme provides staff with access to their Health &amp; Wellbeing Services, which is free providing immediate access to professional advice and counselling on a range of issues including: free access to 24/7 private GP appointments, private medical operations as needed, free coaching for financial wellbeing / stress / menopause, physiotherapy, nurse support services and much more.</p>