

## Staff benefits at North Star Community Trust

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### NSCT Health Cash Plan

At North Star, we are committed to the wellbeing of our employees. As part of our benefits package, we provide access to the Health Shield Health Cash Plan, a taxable benefit generously funded by the Trust (Level 1). This plan offers financial support for everyday healthcare expenses and a range of additional well-being services to help you and your family stay healthy. Through this scheme, employees can access the following services via the Digital Health App – Breeze.



**Health Cash Plan** - Claim reimbursements on essential healthcare expenses, such as dental check-ups, fillings, eye tests, physiotherapy, prescriptions, and more, up to agreed limits.



**GP Anytime** - 24/7 virtual GP appointments via mobile, tablet, or PC.



**PERKS** - Exclusive discounts from major retailers like Tesco, ASDA, Sainsbury's, Argos, Alton Towers, Cineworld, EE, and many more.



**Employee Assistance Programme (EAP)** - 24/7 support from qualified counsellors, with up to 8 face-to-face or video counselling sessions.



**MyGymDiscounts** - Savings on memberships at over 3,600 gyms and digital fitness subscriptions.



**SkinVision** - A smartphone app for early skin health detection and personalised recommendations.

Dependents up to the age of 21 (or 24 if in full-time education) can be added at no additional cost. Employees can also upgrade to Level 2/ 3 for enhanced benefits by paying an additional fee. Partners can also be added to the plan for an extra charge.

## Staff Lunch Benefit



Enjoy a delicious and affordable meal every workday with our staff lunch benefit! Our on-site canteens offer a variety of fresh, nutritious, and tasty options at a significantly reduced cost, making it easier for you to refuel and recharge without the hassle of meal prep or the expense of eating out. Plus, if you work in one of our primary schools or are part of our central team, you have the opportunity to enjoy **one free lunch per week** when you dine with the children, making mealtime a rewarding and social experience.

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## Pension Scheme



We offer access to the Local Government Pension Scheme (LGPS) for support staff and the Teacher Pension Scheme for teaching staff. These industry-leading schemes provide long-term financial stability, helping you plan for retirement with confidence. Your loved ones are protected with a generous 3x salary life insurance coverage while you're in active service, offering peace of mind for you and your

family. We don't just offer a pension—we invest in your future. North Star makes a generous contribution in addition to your own, ensuring your pension pot grows faster.

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## Continuous Professional Development



At North Star, we are deeply committed to empowering our staff with outstanding professional development opportunities that support career growth at every stage. We offer a diverse portfolio of high-quality training programs, qualifications, and dynamic apprenticeship

pathways, ensuring our team members have access to the very best learning experiences. Through exclusive partnerships with leading institutions, including the prestigious Warwick University, we provide cutting-edge courses designed to enhance skills, expand expertise, and open doors to new career opportunities. Whether you're looking to develop leadership capabilities, specialize in a new discipline, or refine your teaching practice, our tailored approach to professional growth ensures you have the tools, knowledge, and ongoing support to thrive. Join us and be part of a team that is shaping the future of education. Read Our People Plan [here](#).

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### **Cycle2work Scheme benefit**



Once you've completed your probation period, you'll have the opportunity to join our Cycle2Work Scheme, which allows you to access a wide range of cycling equipment at a

significantly reduced cost. The cost is deducted from your salary before tax and National Insurance. This means more savings for you, while promoting a healthier and more eco-friendly commute.

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### **Wellbeing and Mental Health Support**

Your wellbeing is our priority. In addition to our Employee Assistance Programme (EAP), we offer: Mental health first aiders across our schools and central team, providing confidential support whenever needed. Staff wellbeing days and events to promote relaxation, mindfulness, and resilience.

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### **Staff Social Events**

We believe in fostering a strong, supportive team environment. Our regular social events, including staff appreciation days, festive celebrations, and team-building activities, ensure that everyone feels part of the North Star community.

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### **Recognition and Long Service Awards**

We value the dedication and hard work of our staff. Our staff recognition scheme celebrates outstanding contributions, and long-serving employees receive milestone awards to thank them for their commitment to our Trust.

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