

Staff Benefits 2024

You can find all the information you need on array of benefits available to you! Including recognition schemes and long service.



What offers and discounts are available?

With over 1000 local deals and around 500 national providers, you'll have access to a huge variety of savings, from the weekly food shop to family holidays, technology and utility bills. BenefitHub offers a number of ways for you to save money, across the likes of Expedia, Samsung, Asda, New Look, Curry's PC World, Airbnb and many more.

The Benefits hub is accessed via the Spectrum life platform and app. You can register by downloading the Spectrum.Life app in the iOS or Android app stores, using the access code: BeWell.



*** Please note: our flexible benefits platform is only available to staff directly employed by The Children's Trust and is not accessible to workers on The Children's Trust Bank service, third-party workers or volunteers.*



Blue Light Card

Blue Light Card provide those in the NHS, emergency services, social care sector and armed forces with discounts online and in-store.

Register for your Blue Light Card and receive discounts to hundreds of retailers.

- 1. visit <https://www.bluelightcard.co.uk/>**
- 2. click on 'register now'**
- 3. Select 'social care' as the service**
- 4. Select 'care company workforce' as your trust/division & enter your job role**
- 5. Enter your personal details and upload either, your TCT ID card or a payslip from the last 3 months showing your name and employer details**

Once your ID has been approved you can start using your Blue Light Card and making savings!

Health and Wellbeing

Occupational Health Service

All staff have access to The Children's Trust Occupation Health Service. It provides a number of services, including: pre-employment checks; driver medicals; night worker surveillance; flu clinics; return to work appointments; maternity risk assessments; vaccination checks; etc.

Occupational Health also has a self-referral service for staff, providing a confidential discussion with the Occupational Health Nurse about any health related workplace concerns. To self-refer please contact Occupational Health on Ext. 5053 or email: occupationalhealth@thechildrenstrust.org.uk.

FREE Eye Tests

Staff that spend the majority of their working day at a computer (a VDU user) may be entitled to an eye test voucher at Specsavers Opticians. For further information and to obtain an e-voucher please contact Occupation Health Service on Ext. 5053 or email: occupationalhealth@thechildrenstrust.org.uk

Health checks by YMCA East Surrey

Monthly health checks are available, in partnership with YMCA East Surrey. The check includes Medical History & Lifestyle check, Blood pressure check, BMI and Cholesterol check (only for staff aged 40-74).





Spectrum Life – Employee Assistance Programme

Having someone to turn to when you need support can make all the difference to your wellbeing. The Employee Assistance Programme (EAP) is available to do just that. The on-demand service gives you free day-to-day wellbeing support and access to an expert counselling service to help you and your immediate family at any time – 24 hours a day, 365 days a year.

There's almost no end to the issues that you can get support with, which includes but isn't limited to:

- Stress
- Anxiety
- Low mood
- Financial worries
- Substance abuse issues
- Physical Health
- Legal support

How do I register?

You can contact them by using the freephone number 0800 316 9337, you can also use WhatsApp and SMS: Text 'hi' to 07418 360 046 or by downloading the app by searching Spectrum.Life in the iOS or Android app stores, using the access code: BeWell.



Recognition & Long Service

Promise Cards

Staff can receive Promise Cards from others across the organisation, when they've gone above and beyond.

To recognise a member of staff, and to celebrate their achievement, contact the People Team for cards.

Long Service Badges

To celebrate and recognise long service amongst our staff Directors present Butterfly Badges and certificates

5 years = Bronze Butterfly Badge	20 years = 20 year badge
10 years = Silver Butterfly Badge	25 years = 25 year badge
15 years = Gold Butterfly Badge	30 years = 30 year badge
35 years – 35 year badge	

Annual Leave & Long Service

Permanent, full-time members of staff are entitled to 35 days inclusive of Public/Bank Holidays.

Staff who have worked at The Children's Trust for 2 years upwards are rewarded with additional annual leave entitlement, to acknowledge their long service:

Two+ years' service: 37 days

Five+ years' service: 39 days

Ten+ years' service – 41 days

N.B. equivalent Annual Leave entitlements for Part Time staff is calculated on a pro-rata basis.



Financial Wellbeing

Pension Schemes

Staff joining The Children's Trust, who already have an NHS or Teacher's Pension, are able to continue to contribute to these. To do so, employees should complete the form on the Loop and return it to Payroll, within the first 3 months of employment.

All other staff will be automatically enrolled onto The Children's Trust Pension Scheme with Aviva, in their second full month of employment, if the criteria for auto enrolment has been met. This occurs when; staff are aged over 22, are under state pension age, earn more than £10,000 a year (correct as of 2023/2024 tax year) and ordinarily work in the UK.

Staff who are auto enrolled will have contributions of 4% deducted from their pensionable earnings, with The Children's Trust contributing 6%. Pensionable earnings is defined as gross basic pay, which excludes London Weighting, enhancements etc. Staff can opt out the pension scheme if they wish.

Staff can receive free pension advice from our Pension Advisors, Lucas Fettes. Contact them on:

Tel: 0345 357 8910

Life Assurance Scheme (Death in Service)

If you are a permanent employee of The Children's Trust, you will be automatically enrolled under the Group Life Assurance Scheme. Group Life Assurance cover can provide a lump sum benefit to your family, dependants or other nominated beneficiaries, in the event of your death while you are an employee of The Children's Trust. The lump sum payment is paid out via a discretionary trust and therefore, is currently free from Inheritance Tax. At present, the level of cover available is **two times** your basic annual salary, with a minimum of £50,000.

To nominate your beneficiaries, please print and complete the Nomination Form, available on The Loop, and return to The People Team, marked 'confidential'.

On-site benefits

Staff shuttle service	There is a staff shuttle service available from various locations. For more information visit Top desk via the loop of follow this link: Staff Shuttle Service - TCT HelpDesk (topdesk.net)
Free Parking (Subject to availability).	All staff can park on-site for free at our National Specialist Centre (Tadworth, Surrey) by using their staff ID card at the barrier.
Subsidised Canteen	Breakfast and lunch are available to purchase from our on-site canteen, The Buttery. Fresh meals are prepared daily and are subsidised for staff and volunteers.
Retail Shops	Staff can receive 25% off stock at our own retail shops across Surrey, Sussex and Kent.
Staff Accommodation (Subject to availability)	The Children's Trust provides on-site accommodation to new staff relocating to the area.
Professional Development	Employees can apply for a bursary to help fund further qualifications that are in line with their development objectives.
On-Site Nursery (Subject to availability)	Subsidised places at our on-site nursery are available for staff; however, it is extremely popular, so staff will need to apply in advance Please email: tadworth.nursery@thecooperativechildcare.coop for more information

