

# Staff benefits

This guide has been created to help you explore and make the most of the full range of benefits available to you, from the Blue Light Card and online GP services to recognition schemes and more.

The Children's Trust
For children with brain injury

# Supporting you financially

As part of our employee benefits offering, we're pleased to highlight a range of discounts and special offers available to you.

## Spectrum.life discounts

This platform provides the following benefits and discounts:

- Access to discounts from major brands and supermarkets
- Reduced-rate gift cards for everyday shopping
- Wellbeing resources covering fitness, nutrition, and mental health.

spectrum.life

## Charity Workers Discounts

Another savings platform offering exclusive savings just for those working in the charity sector:

- Hundreds of discounts from top brands and local businesses
- Offers on fashion, tech, travel, groceries, and more
- Easy access via desktop or mobile
- A simple way to make your money go further.

charityworkerdiscounts.com

## Tickets for Good

A brilliant initiative that gives charity sector workers access to free and discounted tickets for live events across the UK.

- Access free or discounted tickets to hundreds of live events
- Enjoy shows, gigs, festivals, and more – all over the UK
- Pay only a small booking fee per ticket
- Join over 500,000 members already benefiting from the scheme.

charities.ticketsforgood.co.uk/users/sign_up

## Car Scheme

Staff have access to our car scheme, giving them a cost-effective option to lease a car for a period of either two or three years via a salary sacrifice scheme.

This offer is subject to eligibility, please find more information on The Loop.

T&C's: 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.

# Are you missing out?

BLUE LIGHT CARD™

## Did you know that as a member of staff at The Children's Trust, you are eligible to apply for a Blue Light Card?

A Blue Light Card provides those in the NHS, emergency services, social care sector and armed forces with hundreds of valuable and exclusive discounts including retailers, gym memberships, days out and much more.

Registering for your Blue Light Card takes just a few minutes by following these steps:

1. Visit www.bluelightcard.co.uk
2. Click on 'sign up'
3. Select 'social care' as the service
4. Select 'care company workforce' as your trust/division and enter your job role
5. Enter your personal details and upload either your The Children's Trust ID card or a payslip from the last 3 months showing your name and employer details
6. Pay the £4.99 administration fee.




Once your application has been approved you will be able to use your Blue Light Card and your membership will be valid for two years.

# Supporting your health and wellbeing



## Occupational Health

Occupational Health supports staff wellbeing, safety, and productivity through adjustments, health management, and advice, in partnership with Epsom & St Helier University Hospitals NHS Trust.

Some of the services occupational health can provide:

- Pre-employment health checks
- Vaccinations & blood tests
- Driver Medicals
- Health Surveillance (including night workers, HAVS, dermatitis etc.)
- Accident follow-up (working alongside health & safety).

## Flu vaccinations

Free flu vaccinations are available to all staff and volunteers, with priority for frontline staff. A range of bookable clinics and walk around clinics will take place across site with dates, times and locations communicated annually.

## Eye test vouchers

Looking after your eye health is essential, especially if you regularly use Display Screen Equipment (DSE) as part of your role. This includes a full eye examination and a £20 discount on glasses from the £100 range and above. In addition, when the prescription in the spectacles is required specifically and solely for intermediate use, you will receive a pair of single vision glasses from the £50 range or a £50 contribution towards another pair.

This offer is subject to terms and conditions, which you can find on The Loop.



# SPECTRUM.LIFE and wellbeing

The Children's Trust has an **Employee Assistance Programme (EAP)**, which gives you and your immediate family on-demand support and an expert telephone counselling service. We also have an extensive range of wellbeing services provided by Spectrum.life, such as:

## Virtual GP and Advanced Nurse Practitioner Service (ANP)

Virtual GP and ANP are private services available 24/7, whether it is a video call or a phone chat, you can book a 15-minute appointment for any non-emergency medical issue.

## Discounted gym

Employees working at The Children's Trust can enjoy 20% off Better gym memberships through their Better Health Community Network Scheme. Better Health has gyms, pools and leisure centres across 270 UK locations.

To claim a discounted membership, you will need to go to the Better facility of your choice with your Blue Light card.

## Digital gym

Dive into a diverse array of classes, from Pilates and HIIT, to yoga and combat. Whether you're a beginner or an advanced enthusiast, there's something for everyone. Enjoy live sessions or watch on demand, all from the comfort of your own space.

## Other services include:

- **Wellbeing webinars** - Live chats with the latest insights on health and wellbeing
- **BeCalm programme** - Self-guided mindfulness and meditation exercises
- **Fitness and nutrition** - Vast collection of healthy recipes
- **SoundSpacepPodcast** - Tune in to the latest health and wellbeing podcasts.

# Recognition and long service

We value the dedication and commitment of our colleagues. To celebrate your milestones with us, we offer long service badges and additional annual leave entitlements, as a token of appreciation your continued contribution.



## Long service badges

We are committed to celebrating work anniversary milestones of 5, 10, 15, 20, 25, 30, 35 and 40 years to reward long service to thank staff for their loyalty, commitment, hard work and efforts.

To celebrate and recognise long service, directors will present butterfly badges and certificates within their directorate monthly.

## Additional leave entitlement for 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 staff who work part-time are calculated on a pro-rata basis.



# Additional financial support

## Aviva Pension Scheme



If you are not a member of the NHS Teachers' Pension Schemes, you will automatically be enrolled into The Children's Trust Pension Plan with Aviva (if you meet the eligibility criteria) in your second month of employment.

You will be eligible if you are:

- aged over 22 to state pension age;
- ordinarily work in the UK, and
- earn over £10,000 a year (correct for 2025/2026 tax year)
- are not already in an eligible workplace scheme.

| | Employee contribution | Employer contribution |
|---|---|---|
| **Contracted staff** | 4% | 6% |
| **Bank staff** | 5% | 3% |

## Life Assurance Scheme

If you are a permanent employee of The Children's Trust, you will be automatically covered under our Group Life Assurance Scheme.

The Children's Trust Life Assurance Scheme ("the Scheme") provides a benefit for your family, dependents or other nominated beneficiaries, in the event of your death whilst you are an employee of The Children's Trust.

The level of cover available is **two times** your basic annual salary.

Staff whose basic annual salary is under £25,000, will receive cover of £50,000, instead of 2 times their basic annual salary.

This offer is subject to terms and conditions, which you can find on The Loop.

# Supporting you at work

Supporting you at work means making everyday life a little easier, with practical on-site benefits designed to support your wellbeing and work-life balance. From travel and childcare, to meals and accommodation, we're here to make your day run more smoothly.

## Shuttle service

The shuttle service is provided by Clocktower Cars between Epsom and Sutton train stations and The Children's Trust reception car park. It will also now be operating from Redhill station on Sundays and Bank Holidays.




This offer is subject to booking and terms and conditions, which you can find on The Loop.

## On-site nursery

We are very fortunate to have an on-site nursery, run by Co-operative Childcare. As part of our commitment to support working families, subsidised places are available with a 25% discount for our staff. Places are subject to availability to find out more information, download a brochure or book a visit please go to their website.

Website: https://www.littlepioneers.coop/find-your-nursery/tadworth_nursery/
Please email: tadworth.nursery@thecooperativechildcare.coop for more information

## Staff accommodation

Whether it is for a few nights or longer term, we aim to provide a practical and affordable option close to work. Accommodation is subject to availability and prioritised for new starters and hard-to-recruit roles.

## Free parking

All staff are welcome to park on-site free of charge by using their staff ID card at the barrier.

## Retail shops

Staff can receive 25% off stock at our own retail shops across Surrey, Sussex and Kent.

## Subsidised canteen

Breakfast and lunch are available to purchase from our on-site canteen, The Buttery. These fresh and delicious meals are prepared daily and are subsidised for staff and volunteers.