

Benefits in more detail

Competitive salaries

We offer competitive pay for teaching and support staff, aligned to the role and level of responsibility. Starting salary is based on your role's pay range, your experience and market conditions—so your skills and background are recognised from day one.

National terms and conditions

We are committed to national terms and conditions for our workforce:

- Teachers: School Teachers' Pay and Conditions Document (STPCD) and the Burgundy Book
- Support staff: NJC Green Book

This provides clarity, fairness and consistency across the Trust.

Pension scheme

All contracted staff are automatically enrolled in either:

- Teachers' Pension Scheme (TPS),
- Local Government Pension Scheme (LGPS) (as applicable).

Parking support

We aim to make commuting as straightforward as possible. Free on-site parking is available at many of our schools. Where on-street parking permits are required, these are fully funded by the Trust. (At Battle Primary Academy, on-site parking is limited and not available for all staff.)

Tools and support to do your job well

We want every colleague to have the tools they need to work effectively:

All staff in roles that require a computer are provided with a Trust laptop, which can be taken off-site to support flexible working.

Advice and counselling (Employee Assistance Programme)

Support is available whenever you need it. Our Employee Assistance Programme provides:

- Free, confidential advice 24/7, 365 days a year.
- Structured counselling (up to six sessions) face-to-face or by phone.

Healthcare Cash Plan: Medicash Healthcare Cash Plan

All staff have access to a Medicash Healthcare Cash Plan, helping you claim money back on everyday healthcare costs (up to annual limits), including:

- Dental treatment
- Eye tests
- Physiotherapy
- Complementary therapies (e.g., acupuncture, osteopathy, chiropractic treatment)
- Chiropody/podiatry

Free Eye tests and DSE glasses contribution

We're committed to protecting the health, safety and wellbeing of our staff. If you're a DSE user and request an eye test, the Trust will fund it. Where the test confirms you need glasses specifically for DSE work, we'll contribute up to £49 towards the cost.

UpLearn: 50% off online courses

TLT staff can access 50% off UpLearn courses in selected subjects, including:

- A Level: Biology, Chemistry, Economics, Maths, Physics, Psychology
- GCSE: Chemistry

To take advantage of this offer, please mention Thames Learning Trust when purchasing course(s) from UpLearn. UpLearn also advertises a guarantee of A/A* at A level (or your money back), subject to their terms.

UpLearn website: uplearn.co.uk

Lifestyle benefits and discounts (Wider Wallet & Wider Fitness)

Save money with the Wider Wallet portal, offering discounts at hundreds of retailers, including supermarkets, plus offers on health and lifestyle activities such as gym memberships and family days out.

Cycle to Work scheme

Our Cycle to Work scheme helps you spread the cost of a new bike and cycling equipment through salary sacrifice, saving on tax and National Insurance.