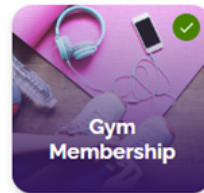
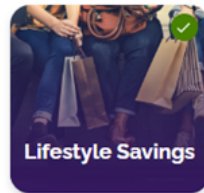
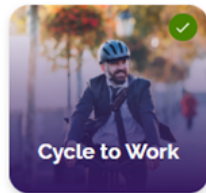


Employee Benefits and Wellbeing



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our employees. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools. We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer a broad package of emotional and practical support to our staff.

We offer:

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Lifestyle savings & store discounts
- Cycle to Work scheme
- Full wellbeing package including Physiotherapy, Counselling, Nurse Support and an Integrated GP Service
- Discounted Gym Membership, Mindfulness, access to Weight Management services and much more.

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

Additional Information



Local Government Pension Scheme (LGPS)



Annual Leave Entitlement (27-32 days)



Terms and Conditions (NJC)



6 Month Probationary Period

Salary

Salary is paid in 12 equal monthly instalments on the 25th of each month.

Pension

New employees are automatically enrolled into the Local Government Pension Scheme (LGPS) unless you are employed on a contract for less than 3 months. You can apply for your existing pensions to be transferred within 12 months of joining the LGPS.

Annual Leave

For Whole Time employees (those working a full year, not term time), your annual leave entitlement will be 27 days if you have less than 5 years continuous local government service increasing to 32 days if you have more than 5 years continuous local government service.

If you begin your employment part way through the year you will be entitled to a proportion of the annual leave entitlement. Annual leave is generally expected to be taken during school closure periods.

For term time employees, your annual leave and bank holiday entitlement is incorporated into your term time salary calculation and therefore is paid within your salary.

Probation

New employees to the Trust are subject to a probationary period of 6 months.



Notice Period

The minimum period of notice you must give the Trust depends upon the grade for your post and will be set out in your contract of employment. Employees up to and including spinal column point 20, one month's notice. Employees on spinal column point 22 and above, two months' notice. Employees on spinal column point 43 and above, three months' notice.

Terms and Conditions

Terms and conditions of employment are those laid down by the National Joint Council for Local Government Services.