



QUEST TRUST
Supporting Young People from
Early Years to Employment

QUEST Trust Employee Benefits





Contents

As an employer we want to thank our employees for their hard work and commitment by giving them the opportunity to access a range of exclusive rewards and benefits.

From a generous pension scheme, a range of wellbeing support, to an employee benefits - what we offer at QUEST is much more than just a payslip. Here are the fantastic rewards and benefits available for our employees:

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Professional Development and Career



Apprenticeships

We pay into the Apprenticeship Levy, meaning that employees have access to a number of apprenticeship courses for continuous professional development.

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Opportunities to Learn & Grow

Training and learning opportunities to support your career at QUEST, including career progression and secondment opportunities across Trust schools.

02



Professional Learning & Development

Professional learning and development sessions and performance management appraisal processes for associate staff and Teachers.

03



Employee Recognition

Regular recognition of employees, including small gestures of thanks and termly or annual recognition events.

04



Opportunities to Shape and Innovate

Regular engagement sessions and opportunities to provide feedback, share ideas and influence the organisation.

05

Financial and Workplace Benefits



Cycle to Work Scheme

Purchase a bike and accessories up to £2,500 through salary sacrifice.

06



Generous Pension Schemes

Teachers' Pension and Local Government Pension Scheme, with employees automatically opted into the relevant scheme upon appointment.

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Free On Site Parking

Free car parking available across all QUEST sites.

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Paid Mileage for Business Travel

Employees can claim mileage for pre approved business travel undertaken within the working day.

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Savings

Option to join AVC and Credit Union schemes.

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Access to Office 365

Office 365 access and a dedicated ICT Support Team.

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Incremental Progression

Associate employees follow nationally agreed NJC pay scales, with salary progression by one spinal column point each September until reaching the top of their grade.

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Health and Wellbeing

EAP

Employee Assistance Programme

Confidential support including counselling, stress intervention, family related issues, bereavement, financial and legal support.

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Eye Care Scheme

Free regular eye tests and/or a contribution towards glasses for employees who regularly use display screen equipment as part of their role.

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Winter Flu Vaccination Programme

Free annual flu vaccinations for all employees.

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Mental Health First Aider

Access to a trained Trust Mental Health First Aider for confidential support.

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Well Being Champions

Champions across the organisation who listen, support and signpost colleagues to relevant services.

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Wellness Day

An additional day of leave to spend time focusing on your own wellness, rest and recuperation.

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Supporting Attendance

Support through the Trust's sickness management framework.

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Occupational Sick Pay

Occupational sick pay to provide financial support when employees are unable to work due to illness, in line with the relevant terms and conditions.

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Family and Childcare



Play Pals Childcare Discount

A discount for staff at Play Pals Nurseries and Wrap Around Care settings.

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Tax Free Childcare Government Scheme

Up to £500 every three months, up to £2,000 per year, for each child towards childcare costs, subject to eligibility.

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Family Friendly Policies

Occupational maternity, paternity, adoption, fostering pay and shared parental leave, subject to qualifying criteria.

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Special Leave

Special leave may be granted in certain circumstances with approval from the Headteacher or Line Manager.

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Work Life Balance



Flexible Working

All employees are eligible to apply for flexible working across the Trust.

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Working Pattern

Structured working pattern with a two week break in October.

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Generous Annual Leave Entitlement

Associate staff working full year receive a minimum of 26 days leave plus statutory bank holidays, increasing to 31 days after five years' service.

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Parcel Delivery to School

QUEST school offices can accept parcel deliveries for employees, who can then collect them from the office.

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Supportive Staff and Manager

Induction to help employees feel welcomed, understand their role, QUEST values and the way the Trust works.

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Other Benefits and Support



Trade Union & Joint Consultative Negotiating Committee (JCNC)

Support for colleagues joining a union of their choice, with the Trust working with internal Trade Union colleagues and local branch representatives.

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