

Employee Benefits



We work hard to achieve the highest level of support, teaching and resources in an outstanding environment and are extremely proud of the success of our pupils and staff.

Our staff are the greatest resource we have in the Trust. Without you and your commitment, we would not meet our aspiration for the very best education for the children and young people in our schools. We want to say thank you and ensure we support you in your role.

Welcome to our first employee benefits brochure. We have pulled together our existing employee benefits and added several new offers for our staff. We have also sign posted some other offers available to you.

We are working on a number of other benefit schemes including an EV (electric vehicle) and white good salary sacrifice scheme and we will update this guide as our offer develops.

If you would like us to look into any other benefits for staff or have any feedback on our offer, please let me know.

Best wishes,

A handwritten signature in blue ink, appearing to read "Jonathan Lewis".

Jonathan Lewis
Chief Executive Officer
September 2025

Employee Assistance Programme

We are delighted to share the details of our new Employee Assistance Programme provider – Education Support.

Education Support are the only UK charity dedicated to supporting the mental health and wellbeing of teachers and education staff in schools, colleges and universities. You can read more about them via their website - [Education Support, supporting teachers and education staff](#).

From September 2024, all staff across the Diamond Learning Partnership Trust will have access to Education Supports Employee Assistance Programme. This means that all employees can access confidential, independent and professional support and advice.

The telephone support provided is available 24/7, 365 days a year including:

- A range of clinically robust counselling options, including telephone and online or face-to-face sessions
- Financial, legal and practical support from qualified professionals on a range of personal issues
- Access to online health and wellbeing resources and a specialist information service
- A dedicated coaching service for line managers, aimed at developing your soft skills and building your confidence for handling challenging situations.

Employees are encouraged to access support via the confidential EAP phone line on [08000 856148](tel:08000856148). No information on individual usage is shared with the Trust. The support also covers Immediate adult family members provided they're over 18.



You can access the online resources here:

www.educationsupport.org.uk/online-support

Username: **worklifesupport**

Password: **support1**

If you have any queries in relation to the scheme or feedback, please [contact here](#). Our staff flyer for the scheme [is here](#)

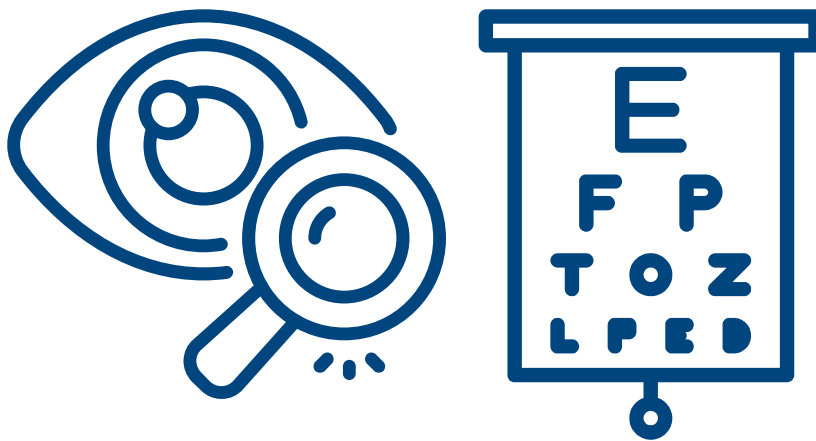
Eye Tests

Under the Health and Safety (Display Screen Equipment) Regulations, employees who work for long periods with VDUs (computer monitors) are entitled to an eye examination, funded by their employer.

We have a new corporate agreement with Specsavers open to all our staff who regularly use a monitor with their role. A voucher is provided which can be used to book an eye test and there will be no cost for the employee. If glasses are needed for VDU (video display unit), the voucher will enable a free pair of glasses from Specsavers £50 range. There are also options to upgrade with a subsidy provided by the DLPT with £70 off glasses in the £100 range.

You can request a voucher from: eyevoucher@diamondlearningtrust.com. More details on the scheme can be [found here](#). Once you have your voucher you can book online at [specsavers.co.uk](https://www.specsavers.co.uk).

Eye tests are recommended every 2 years.



Cycle to Work Scheme

Save money on a New Bike and spread the cost.

Great news, you can save on a cycle to work package of up to £3,000. Start your application today, <https://www.cyclescheme.co.uk/> or take a look around and discover how the scheme works.

Cyclescheme is a salary sacrifice benefit that helps you be healthier and happier. You save money on a new bike and spread the cost from your salary. It's free to join.

Save up to 42% on a new bike for work. Tax is complicated; the cycle to work scheme is not. You choose a bike, hire it for an agreed length of time, then wind its value down to a negligible amount. It's like a year-round sale, with interest free credit available in over 2,600 retailers nationwide. <https://www.cyclescheme.co.uk/how-it-works>



You're just three steps away from improving your commute!

- 1. Package & Savings** - Before you head in-store or online it's wise to pick your Cyclescheme package and work out a budget.
- 2. Retailer & Kit** - Now it's time to choose your retailer and decide what you need. Consider your route, the seasons you're going to ride in, safety and security.
- 3. Make your request** - You know what you want and where you're going to get it from so it's time to apply for your package. The process takes no more than 5 minutes.

Need more info?

There's plenty more advice available to you on our website, a few of the key links are below:

- [How it works](#)
- [Calculate your savings](#)
- [Find a retailer](#)

If you have a question, you may wish to head straight to [the knowledge base](#), More details can be found here.

The Diamond Learning Partnership Trust employer code is **847f97**. You will need this to apply.

Do I have to ride to work every day?

Simple answer:

- No, you do not have to commute by bike daily

Technical answer:

- You should use the bike and/or accessories mainly for commuting to and, if relevant, between workplaces
- At least 50% of the bike and/or accessories use should be for work purposes. For example, if you used the bike 10 times in a year, at least 5 of those journeys must be work-related
- The bike and accessories can also be used for non-work purposes

Please remember:

- There is **no need** for you to keep a log of your journeys to demonstrate the use for work purpose.
- You are **unable to claim business mileage** allowance when using a bike that is being hired to you by your employer



Flu Vaccines

We offer free annual flu vaccinations to all staff. Details will be shared in the autumn term on how to access this offer.



The Key

To support leadership at all levels within our schools, DLPT has a subscription to the Key.

The Key Leaders is the only support service trusted by over half of all schools in England as they navigate each and every challenge thrown their way, even the ones they don't see coming. Turn to us for guidance you can trust with every decision you'll make. So, you know you'll get it right, every time.

The Key providers -

- Thousands of up-to-the-minute articles on all aspects of school and trust leadership Hundreds of templates, letters and proformas to give you a head start
- Curated weekly emails tailored to your job role with supporting resources
- Ready-to-use checklists to keep you confident you've got everything covered
- All the lawyer-approved model policies you need so you know your school or trust is compliant
- Need-to-know news alerts on crucial changes in the sector with actionable next steps that cut through the noise
- Case studies where you can draw inspiration
- from our network of schools and trusts



Support covers all roles including:

- Headteachers
- Trust leaders and their central teams
- Deputy and assistant heads
- School business managers
- Administrators
- SENCOs
- Middle leaders
- Teachers

All our schools are subscribing members and you can sign up via this link – [Sign up for the Key](#)

We would highly recommend the Key GPT function that is the Chat GPT function built for Education. It can design letters, assemblies and help develop classroom resources!



Free Will Service

The Taylor Lucas Partnership, offer a **free Will Writing service** to employees across England and Wales. It's free for all staff, as they waive their usual fees to make it as simple and accessible as possible.

It's one of those important life admin tasks people know they should do, but it often gets pushed to the bottom of the list. This helps take away the hassle and gives your colleagues the chance to get everything sorted with real peace of mind.

To view an informative brochure, click this link [Staff Benefit | Free Will Writing Service](#)

To view a short explanatory video, click this link [Introduction By Video](#)

Pension Schemes

DLPT providers all staff with access to a pension scheme on an opt out basis. We contribute up to in excess of 25% of your salary to support your planning for retirement.

Teachers' Pensions

If you are a teacher, you are contractually enrolled into the Teachers' Pension scheme and will pay directly into this from your salary each month, which is then topped up by an employer contribution. It's a great way to save for your future and also pay a little less tax every month, as you are taxed on your salary after your pension contribution has been taken.

The Teachers' Pension Scheme is a defined benefits scheme – that means it offers teachers a guaranteed income in retirement based on annual pensionable earnings, rather than a scheme that is reliant on how investments perform (a defined contribution scheme). So, you can see what pension benefits you have built-up and can work out how much pension you will receive at your chosen retirement date. You can also take part of your pension as a tax-free lump sum when you retire. In the event of your death, a pension is payable to your beneficiaries. An enhancement is applied if you die in service or die after retirement on grounds of ill-health with enhanced or total incapacity benefits. As long as you are in eligible employment, your pension stays with you, wherever you go throughout your teaching career. You can check on what benefits you are building up at any time through the My Pension Online platform.

Local Government Pension Scheme (LGPS)

If you are joining us in one of the many other wide and varied roles within the Trust, you will automatically be enrolled onto the Cambridgeshire and Northamptonshire LGPS. Just as with the Teachers' Pension, you will benefit from a secure scheme with employer contributions.

The LGPS is a defined benefit pension scheme which means your pension is based on your salary and how long you pay into the scheme. Your pension is not affected by how well investments perform. The LGPS provides you with a secure and guaranteed income every year when you stop working. You also have the option to exchange part of your pension for tax free cash when you take it.

You receive tax relief on the contributions that you pay. You can boost your pension by paying more contributions, which you would get tax relief on. You can also pay half your normal contributions in return for half your normal pension – known as the 50/50 section of the scheme. It is designed to help members stay in the LGPS when times are financially tough.

Your family can also enjoy financial security with life cover and a pension for your spouse, eligible cohabiting partner and eligible children, in the event of your death while contributing. If you ever become seriously ill, you could receive immediate ill-health benefits.

Further information:

Teachers Pensions- <https://www.teacherspensions.co.uk/members/member-hub.aspx>

Hertfordshire Pensions Scheme LPPA- <https://www.lppapensions.co.uk/>

Cambridgeshire Pensions LGPS- <https://lgssmember.pensiondetails.co.uk/>

Prudential AVC- www.pru.co.uk/connect

Telephone Numbers

Teachers Pensions - 03456066166

Hertfordshire Pensions Scheme LPPA - 03003230260

Cambridgeshire Pensions LGPS - 03003230260

Prudential AVC - 0345600343

For any queries about your Cambridgeshire/ Peterborough pension statement please email pensionabs@northants.gov.uk



Blue Light Card

The excellent scheme has been extended to Teachers and Support staff are now eligible to join the Blue Light scheme.

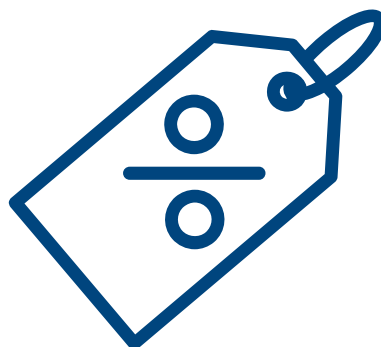
<https://www.bluelightcard.co.uk>



Log on to the above website and register. You will be approved and then receive a Blue Light Card. There may be a delay due to high volume of people signing up.

Blue light is a discount service for the emergency services, NHS, social care sector, armed forces and now the Education Sector, providing members with thousands of amazing discounts online and on the high street.

For just £4.99, members of the Blue Light community can register for 2 years access to more than 15,000 discounts from large national retailers to local businesses across categories such as holidays, cars, days out, fashion, gifts, insurance, phones, and many more.



Diamond EPL Learning

Don't forget to access our fantastic in-house resources for CPD via Discover. Discover is designed to provide a mixture of the latest educational resources and developments, recommended reads, blogs and a broad selection of resources both from within the DLPT and beyond. The aim is to enable us all to share the wide-ranging good practice happening in our individual schools and to keep us all in touch with the latest thinking and developments in education so our schools and everyone in them can thrive.

Log in to Discover can be [found here](#).

Our wider training offer can be found here - <https://diamondepl.org>