

# Working at **Educ8 Group**



Educ8 Group's strategic aim is to be an employer of choice, providing sustainable opportunities for its people to enable the development of the organisation and achievement of its business objectives.

Educ8 Group aim to recruit and retain the right people, with the right skills, experience, values and attitude, at the right time.

To ensure the Educ8 Group is competitive in the marketplace they offer an attractive package of terms and conditions to retain and attract Gr8 people.

## **Vision**

"Creating inspirational and innovative learning for all"

## **Mission**

"To transform and enrich the social and economic future of our people and our communities through developing and empowering them to achieve their full potential"

# Reward & Recognition

## Long service award as a one-off payment

Awards for 5, 10, 15, 20 and 25 years.

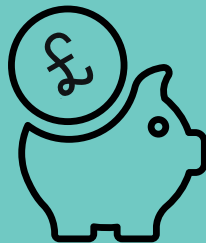
£100 for 5 years

£200 for 10 years

£300 for 15 years

£400 for 20 years

£500 for 25 years



## Increased annual leave

30 days rising to 35 days plus Bank Holidays – (up to 43 days including LOS)

## Breakdown of annual leave

25 days annual leave

4 days for Christmas shutdown  
(including Christmas Eve)

1 day for Birthday

Additional days for length of service after 2 full years' service, starting from 1 day rising to a maximum of 5 days.



## Increase to Educ8 Group sick pay scheme\*

After Year 1:

4 weeks' full pay and 2 weeks' half pay

After Year 3:

5 weeks' full pay and 3 weeks' half pay

After Year 5:

6 weeks' full pay and 2 weeks' half pay

\*Please refer to policy regarding eligibility

## Pension contributions

5% Employee minimum & 3% company

2% Manager minimum & 6% company

## Hours of work

37.5 hrs per week FTE

## Notice Periods

Staff	Managers/SMT	SLT & Partner Technologists
4 weeks rising to 12 weeks (8 weeks for TC/ IQA/TL/A2Be rising to 12 weeks)	8 weeks rising to 12 weeks	12 weeks

# Employee Ownership Trust

To be eligible, an employee must have served a minimum of 12 months continuous service.

This structure gives the employees of the company (as a group) a majority shareholding in the company itself. The shareholding (51%) in the business will be held by the trust and not each employee, commonly referred to as an 'indirect interest'. Employees will have an interest in the performance and growth of the company.

They will be able to benefit from the success of the business; this can be through dividends paid to the trust or a future sale of the company.



# Wellbeing Benefits

## **Healthy Workstation Allowance up to**

**£150** Laptop riser, keyboard, mouse and adjustable chair

## **Rejuven8 time – Early finish Friday (1:00pm)\***

\*accumulation of 2.5 hrs for FTE, pro-rated where applicable

## **Westfield Health EASE from day one of service up to one years' service**

Qualified counsellors and advisors are on hand 24/7, 365 to offer free and confidential support including emotional, financial and legal guidance.

## **Westfield Health Foresight plan after one years' service**

Optical, Dental and Therapy Treatments

DoctorLineTM – 24/7 virtual GP consultation service, with prescription if required

Consultation for policyholder

24/7 Advice & Information Line – Legal, debt and health advice and speak to a counsellor

My Healthy Advantage App – Proactive health and wellbeing content and tools

Westfield Rewards – Save money with offers from hundreds of leading retailers

Gym Discounts – Discounts at leading gyms and health clubs nationwide

## **Appreci8 Days**

Awarded by Manager for going over and above

## **Wellbeing planner weekly sessions**

(Yoga, coffee n chat, wellbeing/mindfulness choir quiz)





**INVESTORS IN PEOPLE™**  
We invest in people Platinum



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