



LIONHEART
EDUCATIONAL TRUST



Employee Benefits



A competitive and comprehensive package of health, professional, lifestyle and financial benefits available to all Lionheart employees.

Professional



Comprehensive CPD

Unlock potential with our extensive CPD offering, including part/fully funded studies and external talks for staff members looking to upskill, specialise in a certain area, or advance in their career.

ELEVATE

TAKE YOUR SKILLS TO THE NEXT LEVEL

Progression pathways

We offer a range of career development opportunities across the Trust, including an extensive 10-week leadership programme for middle leaders interested in progressing to senior leadership.

LinkedIn Learning

All staff have access to LinkedIn Learning, an extensive online library of insightful video courses to help master new skills, advance careers, or dive into personal interests.

LinkedIn
Learning

**The
National
College®**

National College

We provide free access to a host of online courses and qualifications focusing on a wide array of topics within education, suitable for both teaching and support staff.



“Whenever I have asked for professional development, it has always been available for me.”

Financial



Pension scheme



Teaching and support staff can benefit from pension schemes with very generous employer contributions.

Techscheme

Our staff bag big savings on the latest technology thanks to Techscheme, a useful salary sacrifice initiative that gives savings of up to 12% on the latest gadgets and white goods, and repaid in instalments.

Find out more: www.techscheme.co.uk



High Street Discounts

discounts
for
teachers

A fantastic range of discounts are available to the education sector from a host of household brands. From Apple to Nike, Jet2holidays to New Look and Starbucks to Pizza Hut, there's something for everyone.

Find out more: www.discountsforteachers.co.uk
and www.bluelightcard.co.uk



Cyclescheme

The UK's most popular cycle to work benefit offers huge savings at over 2,600 bike shops across the UK when either buying or leasing a new bike, e-bike or related accessories.

Find out more: www.cyclescheme.co.uk



RAC Breakdown Cover

Hit the road with confidence and enjoy 50% off vehicle breakdown cover with the RAC.



Health



Benenden Healthcare

The health and wellbeing of our staff is important. That's why we fully fund Benenden Health membership for employees who opt in, so they can access:



- GP appointments
- Physiotherapy
- A 24/7 mental health hotline
- Exclusive discounts on a range of products and services
- Access to a resource hub full of online fitness classes and nutritious recipes

Find out more: www.benenden.co.uk

Comprehensive sick pay

Financial worries shouldn't add to the stress of being unwell, so we offer comprehensive sick pay to all employees, giving them the time to recover without added pressure. With this support, employees get:

- ✓ Generous paid leave
- ✓ Peace of mind
- ✓ Supportive policies

GymFlex

Staying active has never been easier, as staff can access discounted 12-month memberships at top fitness venues, including PureGym, Everyone Active and David Lloyd Clubs.



Find out more: www.gymflex.co.uk



"I really appreciate the use of the gym and PT sessions. This has hugely helped my mental and physical health."

Lionheart Fitness

Train for free at Lionheart Fitness, our cutting-edge gym facility at Beauchamp College in Oadby, Leicestershire. Equipped with state-of-the-art iFIT Freemotion equipment, premium cardio and strength machines, as well as an on-site personal trainer, this facility caters for everybody, regardless of fitness level.

Find out more: www.lionhearttrust.org.uk/fitness

Eye tests and discounts on glasses

Employees who regularly use display screen equipment are entitled to a free eye test with Specsavers, and if the test suggest glasses are required, the Trust will help towards the cost.

Lifestyle



Generous annual leave

We know how important it is to rest and recharge. That's why, for support staff on all-year-round contracts, we offer a generous annual leave entitlement, going beyond statutory obligations.

Golden Time

Designed to enhance staff wellbeing, Golden Time allows employees to take additional paid time off - on top of their annual allowance - during term-time. A favourite with teaching colleagues in particular, this time off enables our staff to not miss out on life's special moments.



Remote and flexible working opportunities

Wherever possible according to role requirements, we support colleagues to balance work with personal commitments, offering flexibility to enjoy remote working opportunities. This includes the option to take PPA from home, adjust start/finish times or enjoy a hybrid working set up.

Staff groups

Our staff groups help to create a forward-thinking, more inclusive workplace and enable staff to drive real change across the Trust. Examples include Eco, Equality, Diversity and Inclusion, and Pride Festival.

Free parking and EV charging

Staff enjoy free parking at most of our school sites and EV charging with reduced staff rates at multiple sites.



"Golden time is really useful during school term time."



Staff Awards



LIONheart AWARDS

Our peer-to-peer awards scheme shines the spotlight on the brilliant work of our colleagues who go above and beyond, embodying our values of being positive, professional, and pupil-centred.

Every nominee is recognised and winners are crowned at an end-of-year celebration event where all employees are welcomed to celebrate the year's achievements together.



"The Heart Awards has really touched a number of people. Personally, it has been one of the highlights of my year being able to nominate staff, and dropping off the golden envelopes to people who had been nominated."

About us

Our multi-academy trust of schools work together to ensure every young person, no matter their background, has access to enriching academic and holistic opportunities so they can unlock their future and thrive.

As a growing East Midlands Trust whose employees are at the heart of it all, we take pride in rewarding the contribution of every person, offering opportunities to all and encouraging ambition.

“The benefits are great and make Lionheart a standout employer, especially in the world of education.”

Lionheart Educational Trust

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Lionheart Educational Trust



LionheartTrust

*Every Person
Every Opportunity
Every Ambition*