



Plume Staff Rewards

Plume, Maldon's Community Academy
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Plume Contractual Rewards

Remuneration

The Trustees ensure that staff remuneration is in line with the Teachers' Pay Scale and Local Government Pay Scales as indicated within all contracts of employment. This compares favourably against other maintained sector educational establishments and the academy review salaries annually for all staff.

Jury Service

If a member of staff is required to attend jury service, they will continue to be paid at their normal rate of pay.

Life Assurance

Staff who are members of the Teachers' Pension Scheme or Local Government Pension Scheme receive free life assurance cover worth three times their basic salary. The reward is active from the first day of employment and covers staff up to the age of 65.

Pension Plan

Staff and employer contributory pension provisions are made available to all staff in accordance with contracts assuming the minimum salary required is met.



Plume Family Friendly Rewards

Academy Sick Pay

Where staff are unable to attend work due to sickness, there is a provision for academy-paid sick pay. The amount of sick pay increases according to the length of service up to a maximum of 100 working days of full pay and 100 working days of half pay for teaching staff and six months full-pay and six months half pay for support staff.

Adoption, Maternity, Paternity and Shared Parental Leave

Members of staff who adopt a child through an approved adoption agency, or a woman that has a baby, are entitled to up to 52 weeks leave with enhanced pay options. Men can receive two week's paternity leave, paid via the policy terms.

Annual Leave

Staff on all-year round contracts are entitled to a basic entitlement of 23 days paid annual leave each year plus public holidays, which increases with length of service as per the employment contract.

Urgent Family and Compassionate Leave

Staff may have time leave approved by the Executive Principal during their normal hours of work for unexpected emergencies. In some cases, this may be with pay, however, each case will be considered individually.



Plume Family Discounts

External Discounts

Staff are entitled to various discounts with local shops and providers and these are communicated via our Plume Wave newsletter.

Academy Catering and Coffee Shop

Staff can enjoy our catering facilities payable via parent pay linked to their staff card during break and lunchtimes at both sites. Our catering team ensures that food and drink offered are nutritious and many options support the healthy eating regime.

Internet Access

Staff can connect to the academy's internet for appropriate personal use during break or lunchtime periods.

Library Facilities

Staff are able to enjoy free books and resource rentals from our three on-site libraries.

Parking

Free parking is provided to staff to park their vehicle in either campus in the approved car parking spaces. This is also available at weekends and holiday periods when gates are open.

Academy Plays, Concerts and Shows

The academy arranges a variety of music, drama and dance performances throughout the year, which our staff are welcome to attend.

Eye Examinations

Staff who regularly use display screen equipment are entitled to receive free eye examinations upon production of a receipt to the Finance Department.

Cycle to Work Scheme

The academy operates a cycle to work scheme for the purchase of cycles. This allows staff to purchase a new cycle through a repayable loan scheme.



Plume Wellbeing

Fitness Centre

Free membership to our fitness centre is available to staff at the end of the academy day. Discounts are also available at Park Drive Leisure Centre.

Wellness Classes, Yoga, Pilates and Mindfulness sessions

Staff are encouraged to participate in a selection of activities and events as detailed within the Plume Wave newsletter. All staff are entitled to use the Live Life Connected app, specifically designed for all Plume Family members. Activities include yoga, mindfulness, Pilates, physical training classes and Zumba.

Wellness is everybody's responsibility and information is published to assist staff to remain well. All aspects of our wellness programme is monitored through our six weekly "Pulse Survey" so that we can continually improve our options for all staffs.

Occupational Health Service

Our Occupational Health Service with Innovate Health provide specialist health advice for staff in the workplace.

Mental Health First Aiders

All staff are able to book a chat with our trained mental health first aiders in the workplace at either site. Conversations can take place via our wellbeing hubs or at an onsite location to suit them.

Education Support Partnership

The Education Support Partnership is a free, confidential and independent resource to help staff balance work, family and personal life. Available any time, any day, by phone, email or online, the service provides information, resources and counselling on any of the challenges that life may bring. Independent support and advice can include bereavement, counselling, financial, legal, illness and injury and nutrition.