

Staff Benefits

At Luminate we offer a range of benefits for our colleagues, aimed at providing opportunities for personal development and enhancing health and wellbeing, as well as enabling staff to access savings and discounts on many products and services.

HEALTH AND WELLBEING

Annual Leave

We offer an excellent annual leave entitlement starting at 27 days plus bank holidays for full time support staff (which increases to 32 after 5 years of service). Full time academic staff and senior managers receive from 37 days plus bank holidays. In addition, we offer up to 5 discretionary closure days across the year, for which no annual leave needs to be used.

Pension

Our employees are able to join generous pension schemes which offer pension and lump sum benefits on retirement, as well as life assurance benefits:

- Academic staff are entitled to join the Teacher Pension Scheme (TPS). Employer contributions are currently set at 23.68% for this scheme, with employee contributions starting at 7.4% depending on salary.
- Support staff are entitled to join the Local Government Pension Scheme (LGPS), where employer contributions are currently set at 17.3%, with employee contributions starting at 5.5% depending on salary.
- Employees who wish to opt out of the above pension schemes can opt to be enrolled in the People' Pension Scheme, where employer contributions and employee contributions are both set at 4%.

Employees can opt out of all pension schemes if they wish. However, employees will be automatically re-enrolled in the People's Pension Scheme every 3 years as required by law - employees will then have the option to opt out again for another 3 years should they wish.

HEALTH AND WELLBEING Cont'd . . .

Flexible and Hybrid Working Opportunities

We have a flexible and hybrid working policy in place to support the diverse needs of our workforce, enabling staff to request flexible working or to work from home for part of the time where the role allows for this (subject to an ideal maximum of 40% remote working).

Employee Assistance Scheme

Through our Employee Assistance Programme, staff can access free independent, confidential advice and support 24 hours a day, 7 days a week. This service can help with legal and tax advice, family care, every day matters, therapy and emotional support and debt and financial management.

Simply Health

Employees are able to sign up at a discounted rate to the Simply Health cash plan. Through a cash plan, employees are able to access healthcare treatment and claim back money from their bills. The cash plan includes 24/7 GP access and counselling telephone services and cover for up to four children (under the age of 18) on the policy. Simply Health offers health & dental plans that offer easy health cover for individuals & families, round-the-clock virtual access to a GP, and support when it is needed.

Wellbeing Champions

As part of the group's wellbeing strategy, we have over 40 Employee Wellbeing Champions. This is a group of people who have put themselves forward to promote Employee health and wellbeing within the organisation. The champions receive training to enable them to fully understand and deal with situations in the workplace affecting the wellbeing of staff and students, and they are available to help support staff to bounce back from any pressures and adversities they may face.

HEALTH AND WELLBEING Cont'd . . .

Free Eye Tests

We provide vouchers for free eye testing for users of display screen equipment.

Staff Forums

We currently have six staff forums, set up specifically for people who identify with the relevant characteristic. These forums meet periodically to celebrate success, discuss challenges, support one another and influence wider Luminare strategy. Our current forums include:

- Women's Forum
- LGBTQ+ Forum
- Race Equality Forum
- Disability and Neurodiversity Forum
- Working Carers Forum
- Men's Wellbeing Forum

Staff Development

We offer comprehensive staff development opportunities, which include but are not limited to:

- Full staff development days / week
- Specialised development opportunities for teaching, support and management roles
- Access to a suite of internal and external resources via our Learning Management System
- Supportive continuous professional development culture
- Access to wellbeing activities
- Opportunities to undertake both internal and external training courses, including potential for in-house Apprenticeships
- Opportunities to contribute to our corporate social responsibility agenda, for instance via fundraising and volunteering opportunities

TRAVEL AND COMMUTING

MetroCard (Annual Season Ticket)

The discounted Corporate Annual MCard is available to employees. It offers a 12% discount on full price Annual MCard rates. It's useful for commuters who want to get the very best value ticket when using buses, or buses and trains run by different companies in West Yorkshire.

Northern Rail

We offer our staff discounted monthly travel cards for those who regularly use public transport across the region.

Arriva Bus Travel

Our staff can enjoy savings on monthly tickets for local Arriva bus travel.

FirstBus Travel

We have teamed up with First Bus so staff can get a discount on monthly bus travel. Buying a bus ticket through this scheme will allow unlimited travel in the area and it can be used for getting to work and at weekends.

Cycle to Work Scheme

Our salary sacrifice scheme enables employees to pay for a bicycle through Payroll and save on tax in the process.

MEMBERSHIP DISCOUNTS, VOUCHERS AND OFFERS

Vivup Lifestyle Savings

Employees can access discounts off all major retailers through our Vivup benefits platform.

Totum Discount Card (previously NUS)

Formerly known as the NUS card, TOTUM is the number one student discount card and app giving access to huge offers and discounts on food and essentials, tech, travel and leisure, plus fashion, beauty and a whole lot more. This card is open to Luminate staff as well as students.

Discounts for Teachers

Our staff are eligible to sign up to the Discounts for Teachers website – this website offers discounts for education staff in retail, travel, finance, mobiles, motoring, and entertainment. Signing up is free, and the scheme is open to all staff working in an education setting, not just teaching staff.

Activate Kids Camps

Activate Camps coordinate sports and activity camps nationwide for children aged 5-14. We have negotiated a 15% organisational discount off all services for our staff, valid at all Activate Camp venues.

The organisation accepts all leading childcare voucher providers, as well as the government tax free childcare scheme and offers week, day and half day options to suit all budgets.

IT Discounts

Our employees can access the full Microsoft Office suite of products through the college's Office 365 subscription. Employees can also access other software products at heavily discounted rates through the college IT shop.

Our employees can take advantage of discounted rates for Apple iMacs and iPads through Apple's Educators portal.

MEMBERSHIP DISCOUNTS, VOUCHERS AND OFFERS

Discounted Gym Memberships

Park Lane Campus has an eco-friendly gym available to staff for a discounted monthly fee of £10, deducted from monthly salary.

Staff can also claim 20% off Active Leeds gyms with no joining fee by showing their staff ID or payslip when signing up.

Pure Gym discounts can be found via the Discount for Teachers website mentioned above. Staff can also claim £5 off monthly fees at Village Gyms.

Printworks Campus – Butchers

Printworks Campus has a student shop which runs at least once per week, usually Thursday or Friday. This shop sells products including meat created and prepared by our students. Every product is reasonably priced with the selling price just covering production costs. The meat is 'farm shop' quality but at a budget supermarket price.

Printworks Campus- Hair & Beauty

Our employees are able to access a 20% discount on Hair and Beauty treatments at the Hair Beauty & Media Make-up Training Academy located at Printworks Campus.

Other Discounts

Other discounts our staff can take advantage of include:

- Hilton Hotel discounts of up to 15-25%
- O2 airtime plans
- Discounts on wills and conveyancing through local solicitor
- RAC discount
- Free independent mortgage advice