

Education and Employers Charity - Employee Benefits

The following are the current highly competitive non-contractual benefits applicable to employees working for the Education and Employers charity. These benefits go over and above statutory minimum provisions that many other organisations provide (detailed below), on the basis that the Charity recognises the importance of a holistic approach for the wellbeing of its staff.

	Statutory minimum effective from	Statutory Minimum	Enhanced charity benefit effective from	Charity benefit details
Pension provision	Following 3 months' service	<u>Pension Auto Enrolment</u> Employee contribution - 5% Employer contribution - 3%	Following 3 months' service	<u>First 2 years of continuous service:</u> Employee contribution - 5% Employer contribution - 3% <u>Following 2 years of continuous service:</u> Employee contribution - 5% Employer contribution - 5% <u>Following 5 years of continuous service:</u> Employee contribution - 5% Employer contribution - 8% Note: Employees can contribute more than 5% if they wish
Maternity and Adoption Pay	26 weeks service at the qualifying week / when matched with child	6 weeks at 90% of weekly pay, followed by 33 weeks statutory maternity pay	2 years continuous service at the qualifying week / when matched with child	First 13 weeks full pay (inclusive of statutory maternity pay), followed by 26 weeks paid at statutory maternity pay
Paternity Pay	26 weeks service at the qualifying week / when matched with child	2 weeks statutory paternity pay	2 years continuous service at the qualifying week / when matched with child	2 weeks at full pay (inclusive of statutory paternity pay).

Shared Parental Pay	26 weeks service at the qualifying week or at the date matched with child	Up to 37 weeks at statutory shared parental pay	2 years continuous service at the qualifying week / when matched with child	First 11 / 13 weeks full pay (inclusive of statutory maternity or adoption pay and dependent on birth or adoption situation), followed by 26 weeks at statutory shared parental pay
Holiday entitlement	Commencement of employment	20 days holiday plus 8 statutory and bank holidays each holiday year	Commencement of employment	30 days holiday plus statutory and bank holidays each holiday year
Volunteering	No statutory entitlement	No statutory minimum	Commencement of employment	Up to 5 days paid volunteering, please refer to the Holidays and other absences from work policy.
Flexibility for daily Working Hours	No statutory entitlement	No statutory minimum	Commencement of employment	Provided the core hours are worked (10am to 4pm), the weekly hours can be worked flexibly either side of these core hours.
Life Assurance	No statutory entitlement	No statutory minimum	Commencement of employment	3 x basic salary as at the date of death and payable to surviving dependents or your estate.

Correct as of 7th June 2022

Education and Employers