



Employee Benefits



Did you know? As an employee of Treloar's, you have access to a huge range of Employee Benefits including:

- **Affordable Staff Accommodation:** subject to availability
- **Blue Light Card:** for staff in social care and clinical roles
- **Costco Membership** (reduced membership)
- **Critical Illness Cover:** pays one year's salary as a lump sum for critical illness recognised by the policy
- **Cycle to Work Scheme and Bike Loans:** (allows employers to provide bikes as a tax free benefit)
- **Discount Massage Treatment:** Alton Advanced bodywork offer staff discounts
- **Discounted Gym Membership:** at Energique Health Club & Spa and free access to Eggar's School Gym (Ts & Cs apply)
- **Discounted Sports for Charity Places:** contact fundraising team for places at a huge range of active and challenge events
- **Employee Assistance Programme:** provides wellbeing advice, including virtual doctor, counselling, legal help and health information.
- **Flu Vaccinations:** available on-site, free of charge
- **Free Car Parking:** with EV charging points
- **Free ESOL Lessons:** improve your English skills for work
- **Generous holidays:** term-time only working or 27 days holiday plus Bank Holidays
- **HSF Health Cash Plan:** covers day-to-day health costs like dental and optical bills
- **Independent Financial Advice:** when you join the pension scheme, request a meeting with an IFA
- **Life Insurance:** equal to three times the basic salary for all permanent employees
- **Local Discounts:** includes local businesses, hair, beauty, mechanics, plumbers and restaurants
- **Long Service Awards, Staff Awards, Commitment to Excellence Awards**
- **Occupational Health Service**
- **On-site Café and Shop:** fresh food and snacks prepared on-site, with daily specials
- **Pension Scheme:** a really efficient way of saving for your financial future, as each month your contributions are topped up by Treloar's with an employer contribution and you also get tax relief on your personal contribution from the government
- **Perkbox** discounts on high street and supermarket shopping
- **Sabbatical Leave:** applies after 5 yrs service
- **Salary Sacrifice:** staff can choose to sacrifice part of their salary to increase their pension contributions
- **Sick Pay:** applies after 3 months service, and increases up to 6 weeks full pay after 3 yrs of service
- **Special Leave:** compassionate leave, dependant's leave or domestic emergency
- **Staff Introduction Scheme**
- **Training and Development:** All staff have the opportunity to develop their existing skills and to learn many new skills, alongside mandatory training and professional development days
- **Totem Card** (Student Discount Card)



Local Discounts



All Bases Covered (mobile – based locally) Property maintenance and specialist in painting and decorating. 10% off labour charges / materials at cost.

Contact: Wayne on 07775 195244 / waynes470@yahoo.com / available on Facebook.

Alton Advanced Bodywork (Alton and locally) 10% off all treatments. Treatments include clinical massage and bodywork, sports massage / injury treatment, medical acupuncture (dry needling), reflexology, thai massage, Amma Fusion (eastern massage).

Amethyst Rose Holistic's – Reflexologist 10% off first 4 treatments for all Treloar staff – 07917451188

Browns of Alton – Local Carpet & Flooring Specialists 10% off materials (01420 549197).

Chawton Park Spa (Alton Sports Centre) 50% off Spa use and 20% off all full priced treatments.

Energique Health Club & Spa (Alton) Offering discounted memberships for Treloar's staff.

Enchanted Nursery (Alton) Number of days your child attends: 2 days - 5% discount / 3 days - 10% discount / 4 days - 15% discount / 5 days - 20% discount.

Discount does not apply to those who receive government funding.

Guttersnipe (mobile – based locally) 10% discount on gutter, soffit and fascia cleaning up to but not exceeding 3 storeys high for properties within GU7-10; GU30-35; GU51-52; RG21-29. Contact: Kevin quoting TT10 on guttersnipemail@gmail.com or 07816 780749.

JBs Hair Studio (Alton) 15% off all services for Treloar staff booking system on Instagram and Facebook or contact jackbarney88@gmail.com.

JD Motors (Alton) MOT for £45 & 10-12% discount on services, wheel alignment, tyre repair and replacement. Labour rate (£53.96+VAT).

Man's Chinese Takeaway (Alton) 5% off orders under £20 / 10% off orders over £20. Collection only.

Ritual Beauty (Alton and Alresford) 10% of all treatments.

The Cutting Room Hairdressing (Alton) 10% off all cuts.

Timeless Hair (Alton) 25% off for all new customers. 15% off after that for all Treloar's staff with staff ID.

Town & Country Cars (Suzuki Garage – Holybourne) MOT for £29.99 and a discounted rate of £70 + VAT on labour for all servicing and MOT repairs and 10% discount + VAT on all parts.

Remember to quote Treloar's and show your ID card.





Occupational Health



What is occupational health?

Occupational Health (OH) is a specialist area of medicine concerned with preventing ill health at work, and supporting those with health conditions in work. In Cordell Health our doctors, nurses and physiotherapists all have specialist qualifications and extensive experience in OH. We adhere to a strict ethical code of practice as required by our regulators.



How can occupational health help me?

We provide managers and employees with independent professional advice about work-related health concerns. OH assessments are impartial and objective, the outcome of which will be to provide advice that will help both you and your employer. We will focus on ways in which we can help facilitate a return to work, if that is the most appropriate route for you.

What other services are available from Cordell Health?

Flu Vaccinations



Display Screen Equipment Assessments



Driver Medicals



Annual Health Checks



Life Assurance Scheme

Treloar's



Group Life Assurance Scheme

This is the most popular of the benefits offered by employers other than workplace pensions. More than 60% of employers offer this benefit. This is a great benefit for you with the following information explaining why.

What cover do I get?

Your beneficiaries would get 3 x salary as a lump sum.

How much do I have to pay?

Nothing! We cover the cost of this benefit.

Is there any tax to pay?

There is no direct cost to you. Any lump sum paid is also exempt from Inheritance Tax.



Are my family covered too?

No, this is only for our employees.

Who gets the benefit if I die?

Please ask HR for an Expression of Wish form so we know who you would like to receive any money.



Can I use the cover for a loan or mortgage?

No, it cannot be used as collateral.

What happens if I leave the company?

Your benefits will stop.

Do I need to have a medical for the benefit?

It is unlikely but if this is required we will let you know.

What happens if I have Enhanced, Primary or Fixed Protection from HMRC on my Pensions?

Speak to HR immediately as this could have an impact on your benefits.

Please note that this document should be read in conjunction with any HR documentation and is subject to change.



Critical Illness Cover



Critical Illness Cover: We believe that it is vital for staff with the most severe illnesses to be financially supported so that they and their loved ones can concentrate on their health rather than worrying about money.

Your Critical Illness Cover will pay **one year's salary** as a lump sum payment to those colleagues who have a critical illness recognised by the policy:

- The Critical Illness cover will be in addition to the current life insurance cover, HSF Health Plan and sickness benefits.
- This includes extra benefits such as the Unum Cancer Support Service, provided by Harley Street Concierge Limited (HSC), a UK provider of personalised cancer support.
- Payments are made by lump sum in addition to anything earned in paid employment.
- To claim, an individual must notify the Chief Executive and/or Head of HR as soon as possible after diagnosis because completed paperwork needs to be sent within 21 days of diagnosis.
- Unum also provide all Treloar's employees with access to Lifeworks. This provides staff with life and wellbeing advice and resources, as well as discounts and perks on a wide range of offers.

Sick Pay: If illness or injury prevents staff from working, employees may be entitled to the following sick pay benefits (including the amount of any statutory sick pay or social security sickness benefit to which they may be entitled) provided that the Trust is satisfied with the reasons given for the sickness absence. Depending on length of service, the benefits outlined below may apply.

Period of continuous service on the first day of absence	Period of full pay	Period of half pay
During first 3 months	SSP only	0
After 3 months and up to 12 months	2 weeks	0
After 12 months and up to 18 months	4 weeks	0
Over 18 months and up to 3 years	4 weeks	2 weeks
Over 3 years	6 weeks	2 weeks





HSF Perkbox Treloar's discounts



Don't forget to register your MyPolicy account



Don't miss great benefits!

SCAN TO SET UP MYPOLICY ACCOUNT

Access to health benefits and a variety of discounts ranging from shopping, to entertainment and health/fitness through our HSF Perkbox platform.

HSF health plan Ltd is the trading company of The Hospital Saturday Fund, a Registered Charity in the UK No 1123381 and in Ireland Registered Charity No 20104628. In Ireland HSF health plan Ltd is authorised and regulated as a Third Country Branch by the Central Bank of Ireland. Registered as Company no 904936, their registered office is at 5 Westgate Business Park, Kinrush Road, Ennis, Co. Clare. In the UK HSF health plan Ltd is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Registered as Company in England No 30669, their registered office is at 24 Upper Ground London SE1 9PD.





HSF Cash Plan benefits



Our benefits - at a glance

Spouse/Partner and dependent children (under 18)
covered at no extra cost!

	Primary Schemes					Extra Cover Schemes			
	100 £1.00 a week £4.33 a month	2 £2.45 a week £10.62 a month	3 £3.65 a week £15.82 a month	4 £4.85 a week £21.02 a month	5 £6.25 a week £27.08 a month	A £7.25 a week £31.42 a month	B £10 a week £43.33 a month	C £12 a week £52 a month	D £15.50 a week £67.17 a month
Dental and Optical	£50	£100	£200	£275	£350	£400	£550	£700	£850
	50% cover					100% cover			
Practitioner: Physiotherapy, Osteopathy, Chiropractic, Acupuncture, Homeopathy, Chiropody/Podiatry	£100	£200	£300	£400	£500	£600	£800	£1,000	£1,200
	50% cover					100% cover			
Specialist and Investigations – Including Allergy Testing and Health Screening	£200	£400	£600	£700	£800	£1,200	£1,400	£1,600	£1,800
	50% cover					100% cover			
Birth Grant / Adoption Grant (per child)	£100	£200	£300	£400	£500	£600	£800	£1,000	£1,200
Hospital: General and Hospice, Accident, Elderly and Mental Illness (Amounts per night up to a maximum of 40 nights)	£16	£32	£50	£66	£80	£75	£100	£120	£150
Recuperation – Grant after 7 nights Or after 15 nights	After 7 nights £40 Or after 15 nights £60	£80	£100	£120	£150	£150	£180	£225	£300
		£120	£150	£170	£200	£225	£255	£300	£360
Day Case Surgery and Treatment (Amounts per day up to a maximum of 8 occasions)	£16	£32	£50	£66	£80	£75	£100	£120	£150
Home Care Assistants and Home Help	£125	£250	£375	£500	£625	£750	£1,000	£1,250	£1,500
	50% cover					100% cover			
Personal Accident – Including Dental Trauma									
Permanent Disability	£5,000	£7,500	£10,000	£12,500	£15,000	£20,000	£25,000	£30,000	£40,000
Accidental Death	£2,500	£3,750	£5,000	£6,250	£7,500	£10,000	£12,500	£15,000	£20,000
Temporary Disability	Not Included	Not Included	£30 per week	£40 per week	£50 per week	£60 per week	£90 per week	£120 per week	£170 per week
Fracture - up to maximum per occasion	Not Included	Not Included	£375	£575	£775	£950	£1,450	£1,950	£2,450
Facial Disfigurement - up to maximum	Not Included	Not Included	£600	£900	£1,200	£1,500	£2,300	£3,100	£3,900
Dental Trauma	£250	£375	£500	£625	£750	£1,000	£1,250	£1,500	£2,000

HSF Assist® - Available on all schemes
GP Advice Line, Virtual Doctor, Prescription Service, Counselling Service and Legal Advice.

HSF Perks - Available on all schemes (web based service only)
Money saving offers, discounted gym membership, special priced cinema tickets, everyday shopping discounts plus much more. (Internet connection and email required for access).



Blue Light Card



Blue Light are the discount service for the emergency services, NHS, social care sector and armed forces, providing members with thousands of amazing discounts online and on the high street.

For just £4.99, members of the blue light community can register for 2-years access to more than 15,000 discounts from large national retailers to local businesses across categories such as holidays, cars, days out, fashion, gifts, insurance, phones, and many more.

Eligibility

Blue Light have confirmed that staff with personal care in their job descriptions or those in clinical roles (such as nurses/health care assistants/therapists/therapy technicians/assistants) are eligible.

You will need to provide a photo of your ID badge to prove your job title so they can see you are eligible. Since the Student Support Assistant job title is not universally recognised as a job title providing care Blue Light will likely ask you to provide evidence confirming you provide personal care (eg. your job description).

Blue Light do not confirm eligibility until after payment so if they do not approve your application initially based on your ID card you will need to provide further proof.

Signing up tips

When signing up please select the social care division as residential care.

You can sign up for an account and receive online discounts without paying for a Blue Light Card.

[Register online](#)






Totum Card Treloar's

Treloar's staff are eligible to purchase a Totum Card which is the new name for the NUS/student card which gives you discounts on lots of different things. Some of the discounts include: ASOS, 6 month free Amazon prime trial, Dominos, MacDonalds, Prezzo, Viator, Look Fantastic, Hotels.com, GAME, Accessorise, New Look, Red Letter Days, etc.

To join follow this link <https://cards.totum.com/join> or just go [onto the website](#).



BECOME A MEMBER TODAY

TOTUM is the #1 student discount card and app giving you access to huge offers on food and essentials, tech, travel and home delivery. Plus fashion, beauty and a whole lot more.

In-store and online, TOTUM puts all the best student coupons, vouchers and discounts right where you want them - in your pocket.

JOIN TOTUM TODAY

The card is £14.99 for 1 year, £24.99 for 2 years and £34.99 for 3 years.

Notes to help you when signing up:

Qualification: Professional/Vocational

Course Subject: Professional/Vocational

Year of Study: Already Qualified

Name of College or School: Treloar School and College

You will need to have a photo of your face to upload or if you have a webcam on your laptop/computer you can use that to take a photo.





Save with Liftshare



Treloar's has partnered with Liftshare to help us all travel to and from work more sustainably. The big idea is to help us all to reduce the number of vehicles travelling to Treloar's by sharing journeys, which supports our ambitions to reduce our environmental impact.

Why sign-up to Liftshare?

It's a great way to find a car share match, the more of us who sign-up, the more car share matches we will have. A Liftshare match is someone who lives within a mile of where you live, or someone who is up to a mile away from your commute, so you don't have to take lots of time going out of your way. You don't have to share every day, so why not just give it a go?

The benefits include, cost savings on fuel, a more sociable start to the day, and less congestion and emissions around Treloar's. You'll be doing your bit for the environment and you might even make new friends along the way. Loads of Liftshare members say it's good for their wellbeing!

Liftshare passengers and drivers get access to priority parking and rewards. Alongside the feel-good factor of saving fuel costs, reducing emissions and sharing your journey with a Treloar's colleague. There's even a guaranteed ride home for personal emergencies.

To join, click the link to activate your account.

<https://liftshare.com/uk/community/treloar>

You will be asked to create a unique password for your Liftshare account and you will need to remember this to log into the site or app in the future, to collect your rewards.

See how much you can save with the Liftshare [costs calculator](#)

If you have any concerns about [car sharing and personal safety](#)

Sign up today and start sharing and saving!

SHARING IS CARING

Save on fuel and make new friends with Liftshare



JOIN TODAY AT

treloar.liftshare.com

*Subject to conditions



Financial Wellbeing



Welcome My Benefits My Financial Wellbeing Resources

Welcome to the Treloar Trust benefits portal

The Treloar's employee benefits portal has been specially designed to provide you with information on all the benefits on offer and guidance on a range of financial matters.

Use the portal to find out more about your pension scheme and how you can start planning effectively for your retirement. You'll also find lots of useful information on the other benefits on offer.

Start exploring now and find out more! My Financial Wellbeing Hub includes advice on:

- [How to budget effectively](#)
- [Living within your means](#)
- [Understanding your pay slip and tax code](#)
- [The importance of a will](#)
- [How to get help with debt](#)
- Advice on [pensions](#) and [mortgages](#)
- [Making the most of staff discounts](#)





Fitness & Wellbeing



Fitness and Wellbeing

Discounted Sports for Charity Places: Treloar's has a membership with Sports for Charity who are partnered with many challenge events organisers which guarantees a place/tickets in any of the events that their partners are looking after at a highly reduced rate which we can pass on to you.

Dream Challenges: Treloar's is registered with Dream Challenges who offer a wide variety of challenges to help you support Treloar's. Please contact Fundraising for more information: events@treloar.org.uk

Discount Massage

Treatment Alton Advanced Bodywork (Tel: 01420 89600) will provide discounted treatments for Treloar's employees.

Discounted Gym

Membership Discounted membership rates have been negotiated with the following providers:

Energie Health Club & Spa (Tel: 01420 86022) will waive their joining fee and provide discounted membership for our employees. Membership costs are met by the employee.

Chawton Park Spa (Tel: 01420 557860) 50% off Spa use and 20% off all full-price treatments.

In addition Treloar's staff have access to and can use the gym at Eggar's School. Prior to utilising the gym facilities, you must undergo an induction. Contact [Jason Wu](#) for further information.

Cycle to Work Scheme

Treloar's has signed up to the cycle to work scheme, which is part of the Government's Green Transport Plan. This is a tax exemption scheme which allows employers to provide bicycles to employees as a tax free benefit.

Bike Pool

Treloar's has a bike pool which is a bank of bicycles provided for use by our employees. The bike pool provides well-maintained bikes for employees to use. Pool bikes can be hired out by any staff member by contacting [HR](#).

Yoga Classes

Every Wednesday 5.10pm (during term time) in the FT Hall.

Vinyasa yoga enhances core stability, improves mobility and range of motion, keeps your heart healthy, calms the mind and reduces stress.

All you'll need is a yoga mat. Email: Sophie.Milroy@treloar.org.uk for more information.

Zumba

Do you fancy trying a workout combining African, Caribbean and Latin dance moves combined with aerobic movements to create a fun and effective workout?

Come along to Zumba every Tuesday, during term time at 5.30-6.30pm in the FT Hall. Free for all staff.