

Benefits for Employees

As well as knowing you are part of a team that is providing vital support to children and young people with autism and their families, we offer multiple and generous benefits to employees. These include:

Teachers' Pension Scheme – Qualified Teachers only

Qualified Teachers are eligible to join the Teachers' Pension Scheme in accordance with the rules of the scheme and BeyondAutism will make the appropriate level of employer's contributions.

BeyondAutism Pension Scheme – for all staff except Qualified Teachers

If you wish to join the BeyondAutism Pension Scheme we have an independent financial adviser who comes in regularly to advise staff. He will discuss with you how the scheme works and how much you would like to contribute into the scheme. To join you must be willing to contribute 3, 4 or 5% of your salary which will be matched by the same percentage from BeyondAutism as an employer's contribution. The financial adviser will explain the choices you can make regarding how your contributions are invested. He will also advise you on your investment risk profile and the option of payments being made tax efficiently via salary exchange. With salary exchange, contributions are deducted from your gross salary (as opposed to your net salary) which gives you savings on the tax and NI that you pay. Full details are available from the finance office and will be given to all new staff as part of the induction process.

Auto-enrolment – for all staff including Qualified Teachers

For those who don't elect to join either the Teachers' Pension Scheme or the BeyondAutism Pension Scheme the law requires us to automatically enrol you into the default BeyondAutism Pension. We will do this after you have been three months in employment with BeyondAutism. Minimum contributions will be deducted automatically from your salary plus a contribution to your pension will be made by BeyondAutism. This will not be via salary exchange and will not therefore be tax efficient - the contributions will be deducted from your net salary.

We will write to you to inform you when you are due to be auto-enrolled. We will inform you of your right to join the scheme earlier than three months. We will also inform you of your right to opt out of the pension scheme at any time. But you will be automatically enrolled first and then you have the option to opt out. If you opt out, you will be refunded the contributions you have paid.

Season Ticket Loans

The cost of a season ticket for travel to work will be loaned by BeyondAutism to staff to be repaid through monthly salary deductions for the period of the season ticket or less. Maximum period 12 months. Maximum loan £5000. Contact the finance office to set up a loan agreement. Staff must be in post more than three months to be eligible.

Bicycle Loan

The cost of purchasing a bike for the purpose of cycling to work can be loaned to staff up to a maximum value of £1000 repayable over a period of 12 months or less. Contact the finance office to set up a loan agreement. Staff must be in post more than three months to be eligible. In addition there are tax free cycle to work schemes available and if there is interest these could be set up.

Childcare Vouchers

BeyondAutism is part of the Kiddi Vouchers scheme and parents wishing to make use of childcare vouchers as a way to reduce the cost of childcare should contact the finance office for full information.

Employee Assistance Programme – Health Assured

As a Beyond Autism employee, you are entitled to free 24/7 counselling support and free face-to-face counselling. This is a **confidential** Employee Assistance Programme. EAPs are intended to help employees deal with personal problems that might adversely impact their work performance, health, and wellbeing.

How to get in contact:

0800 030 5182 – 24/7 Helpline

www.healthassuredeap.co.uk— Online Health Portal

Username: **Beyond**

Password: **Autism**

Perkbox

We know there's more to life than work - that's why when you join BeyondAutism you'll get your pick of our amazing company perks. That includes phone insurance, tastecards, and great price cinema tickets, plus loads more. New perks are added every week, which can be tailored to your preferences.

You will be sent an activation email to your work email address where you can login to your account and chose your perks from there! Find out more about all our employee rewards here: <https://www.perkbox.co.uk/beyondautism> .

Onsite Counsellor

Our staff are our most important asset. It makes sense to support employees who are suffering with mental health problems or for staff who just need someone to talk to.

Marianne Kolbuszewski is our onsite counsellor. She works with general issues, such as anxiety, depression, bereavement, stress, panic attacks, eating disorders, low self-esteem and work related issues. Counselling is confidential.

Free one to one sessions are available for all staff. Marianne is based here once a week on Fridays from 3.30pm – 5.30pm and you can pop in to the Library to see her. Marianne will also run group sessions.

1st April 2016