

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, 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. Our financial adviser will explain the choices you can make regarding how your contributions are invested. They will also advise you on your investment risk profile and the option of payments being made tax efficiently via salary exchange.

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.

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. 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.

Eye Tests / Glasses

If you are a regular Visual Display Unit (VDU) user at work (i.e. your role is predominantly based at a computer) you are entitled to a free eyesight check, paid for by BeyondAutism. If an optician says you need glasses specifically for VDU use (not just for reading or general use) then BeyondAutism are obliged to pay for them.

Moving day

You are entitled to 1 day of paid leave to move house (no more than 1 paid day over a 3 year period).

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.

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.

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. Our onsite counsellor 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.

3 days paid leave

1. Paid compassionate leave for an emergency or urgent personal circumstances.
2. Religious leave.
3. Emergency leave, e.g. time off for family or dependents.