

GLC STAFF PENSIONS POLICY

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| This policy was ratified by the GLC Board of Directors on : | Summer 2025 |
| This Policy will be reviewed by the GLC Board on : | Summer 2028 |

GLC Mission Statement

The GLC's mission is to develop active and thriving citizens within a diverse, truly fair and equal community.

This will be achieved through:

- High quality teaching that deliberately develops competencies of curiosity, creativity, communication and critical-thinking;
- An inspiring and meaningful curriculum;
- The development of productive relationships by instilling the values of compassion, resilience, responsibility and aspiration to prepare our young people for learning and life;
- A commitment to the wellbeing of our staff;
- A culture of professional generosity, collaboration, challenge and support throughout the GLC;
- The development of effective external partnerships for the benefit and wellbeing of our community.

Equalities Statement

The GLC's commitment to equality is enshrined in our mission statement to develop 'active and thriving citizens within a diverse, truly fair and equal community'.

We are a vibrant, innovative and successful organisation: we work hard to be the place of choice to work and to learn. Across the 5 academies of the GLC, we pledge that everyone enjoys an equality of opportunity. We work tirelessly to ensure that individual characteristics including age, ethnicity, socio-economic background, academic ability, disability, gender, religious beliefs, sexual orientation are not discriminated against in any way. We create inclusive environments characterised by mutual respect where difference is celebrated.

GLC Staff Pensions Policy

1. Introduction

- 1.1 The Gateway Learning Community [GLC] is both a Teachers' Pension Scheme and Local Government Pension Scheme employer and complies with both schemes' pension regulations. Membership of the relevant pension scheme will be promoted to all members of staff.

2. Teaching Staff

- 2.1 On appointment to the GLC, all teachers, both full-time and part-time automatically become members of the Teachers' Pension Scheme unless they elect to opt out.

3. Support Staff

- 3.1 On appointment to the GLC all support staff automatically become members of the Local Government Pension Scheme unless they either opt out, or fall in Category 2 of the Casual/Mutuality of obligation test.

- **Casual/Mutuality of obligation test**

- **Category 1**

Where an employment contract exists; is open ended or for more than 3 months; there are contractual hours and the employee is under obligation to accept work – **Member can stay in the pension scheme for as long as this is the case**

- **Category 2**

Where an employment contract only exists on the day the employee works; on an 'as and when' basis – **then the employee will not be able to access the pension scheme**

4.0 Enquiries

- 4.1 It is essential that pension matters are handled confidentially and with care. A pension can be expected to constitute a major element of a member of staff's financial planning. The CEO has therefore nominated a member of staff as the point of contact for all staff pension matters.
- 4.2 Pension matters can be complex and it is not anticipated that the designated person will have the skills or experience to be able to advise staff on all pension matters. However, the designated person should be able to indicate where advice may be sought.
The designated person for all GLC staff is: **Jo Jones, GLC Finance Director**
- 4.3 The designated person must make a brief note of all pension enquiries made by members of staff.
- 4.4 Only the designated person can act on behalf of the GLC Academy in relation to pension matters.

5. Monitoring, Evaluation and Review

- 5.1 The Board of Directors will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented through the GLC.