



Why a Rewards Strategy?

At Activate Learning, each and every employee has a role to play in transforming lives through learning.

We want to attract, retain and reward the best staff, so that we can provide the highest learning experience, on campus and beyond.

Our rewards recognise our employees because with your knowledge, skills, hard work and commitment, we can make a difference to our learners every day.



When I returned from maternity leave, I needed to fit my contracted hours into as few days as possible, to help keep down the cost of childcare. Activate Learning allowed me to do this with no problems. It has been a big help and they have been very understanding."

Victoria / Lifeskills



Contact us

Talent Acquisition team
Email: recruitment@activatelearning.ac.uk
Phone: 0800 612 6008



REWARDING OUR EMPLOYEES > > THE ACTIVATE LEARNING WAY

Rewards and benefits at Activate Learning



Introducing our rewards and benefits

- > Competitive pay rates
- > Incremental pay progression
- > Generous annual leave
- > Flexible working practices
- > Comprehensive sick pay
- > Career average or defined contribution pension schemes
- > Learning and development opportunities
- > Coaching and mentoring scheme
- > Cycle to work scheme
- > Discounted train and bus season tickets - paid by an interest free loan
- > Employee Assistance programme
- > Occupational maternity, paternity and adoption leave
- > Deals on workouts and treatments at our on-campus gym and hair and beauty salons
- > Access to meals, snacks and hot drinks at our subsidised cafés and restaurants
- > Employee referral scheme – recommend a friend for a vacancy and if they are appointed, you may qualify for a payment





Activate Learning (including Activate Apprenticeships) employees are automatically enrolled into a pension scheme.

Academic staff join the Teachers' pension scheme and Group Services staff join the Local Government Pension Scheme. Benefits include:

- Defined benefit pension (career average)
- Employer contributions of over twice the amount of employees' contributions.
- Tax relief on all your contributions.
- Protection if you retire early due to ill health.
- Death in service life cover protection.
- Dependant benefits, payable if you die.
- No hidden management fees or costs.

Employees employed by Activate Apprenticeships join the NEST pension scheme. Benefits include:

- Defined contribution pension scheme
- Tax relief on all your contributions
- Dependant benefits, payable if you die
- No hidden management fees or costs.



It can be very hard to save money for future retirement. Activate Learning contributes a bigger percentage to your pension, making it easier for everyone to build a bigger pension portfolio. The benefits are huge!

Sarah / Finance



Want to save money in retail, restaurants, travel, electronics and more?

Buy a TOTUM student discount card (previously known as NUS Extra) and you'll get access to many fantastic deals.

Most of our campuses are centrally located, meaning that you can even make the most of your lunch break and get started with your shopping!

On-campus treats

Whether you need a haircut, a beauty treatment, a workout or a tasty meal – we've got a treat in store for you.

Our on-campus hair and beauty salons, gyms, cafes and restaurants will leave you feeling

energised, pampered and ready for your next challenge. They are also great value for money! Facilities may vary from campus to campus.

Making your commute smoother

We can't make the traffic go away, but we can help in other ways!

To encourage more environmentally friendly modes of transport, Activate Learning promotes the use of public transport and cycling where possible.

You can join our discounted season ticket scheme or purchase cycles and equipment and spread the costs throughout the year. Payment is then taken from your monthly salary.

I dislike taking the expensive and busy train to and from work every day, so I choose to cycle. Using the Cycle to Work scheme, I save about £100 a month on commuting fares. I ride by the river and through fields on my way to work now and, as a result, I arrive at my destination in a better state of mind. From picking out my bike, filling in the form and submitting it to HR, then getting my voucher to spend in store, it took just two weeks.

Robert / Marketing



I started a PGCE with Activate Learning in September 2019 and am enjoying the course, the content and my new classmates! This qualification will help me with my career progression in Activate Learning. I have felt extremely supported by my line manager and fellow colleagues to achieve my goals of becoming a teacher. If you are considering career progression development whilst at Activate Learning, then I would encourage you to talk to your management about the many opportunities available.

Faraz / Academic and Professional Studies

A helping hand to develop your career

As a large employer, Activate Learning offers exciting development opportunities for teaching and Group Services staff.

We can offer you the support, coaching, feedback, mentoring and development that you need to be your best.

When you join us, you will enjoy a full induction, which will remind you of what a great organisation you have joined.

As an organisation, we are committed to the planned development and ongoing training of all our employees as individuals, as team members and as part of our Group community.



Health and wellbeing

The physical, mental and social wellbeing of our staff is important to us.

Our Employee Assistance Programme offers access to free, impartial and completely confidential support and advice from trained counsellors.

Our employee wellness platform offers a variety of resources to support employees.

Annual leave

Everyone needs time off every now and again – to explore your hobbies, spend time with your family, or simply relax.

With Activate Learning, you will enjoy a holiday entitlement of between 25 and 40 days (depending on your role and length of service), plus public holidays.

Extended unpaid leave is available, dependent on business needs. This means you could get unpaid time off for a career break, for example.