

<b>Title</b>	Staff Pensions
<b>Associated Policies</b>	<ul style="list-style-type: none"><li>• Pay Policy (TPO/STA/08)</li></ul>

REVIEWED: AUGUST 2013

NEXT REVIEW: AUGUST 2016

## 1. Policy Statement

- 1.1 The Academy will assume that its staff will contribute to a pension scheme unless written withdrawal from the pension is received.
- 1.2 It will be assumed that teaching staff will contribute to the Teachers' Pension Scheme; and non-teaching staff will contribute to the Local Government Pension Scheme.
- 1.3 This Policy does not form part of any employee's contract of employment and is entirely non-contractual. It may be amended, withdrawn, suspended or departed from at the discretion of the Trust.

## 2. Who does this policy apply to?

- 2.1 This applies to all Academy staff.

## 3. Who is responsible for carrying out this policy?

- 3.1 The implementation of this policy will be monitored by the Senior Leadership Team of the Academy and will remain under constant review by Brooke Weston Trust (Finance & Resources Committee).

## 4. What are the principles behind this policy?

- 4.1 To ensure that each member of staff has pension protection.

## 5. Procedure

- 5.1 The Finance Officer will ensure that appropriate arrangements are made.

## 6. Policy Review

- 6.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle or as required by legislature changes.