



BENEFITS PACKAGE



WHO ARE IN TOTO ED?

In Toto Ed: a supportive and inclusive learning environment. An alternative to mainstream schools and colleges that builds a bespoke learning pathway around your needs and interests.

In Toto Ed is for young people who may need that little bit of extra support with their education, who perhaps haven't been able to thrive in mainstream education.

Whether they have SEN, ADHD, ASD, dyslexia, have emotional support needs or suffer from anxiety, mental health issues, physical disabilities – or need little to no support at all – we will create a positive, encouraging and safe environment for them to learn.

We have three education centres: two Independent Special Schools with Post-16 provisions located in London and Cambridge, and a dedicated Post-16 provision in Peterborough.



A TAILORED PATHWAY

We put together personalised education plans for our young people and deliver lessons to very small classes, as well as on a 1-to-1 basis, depending on their needs.

We like to meet a young person when they apply or are referred to us, and because everyone is so different and have such different needs, we speak with that young person and their parents or carers to work out what they want to achieve, and the best way for them to achieve it.

Our teachers are highly qualified and excel at what they do; passionate teachers who are dedicated to making a difference in a young person's life.





INSPIRATIONAL TEACHING

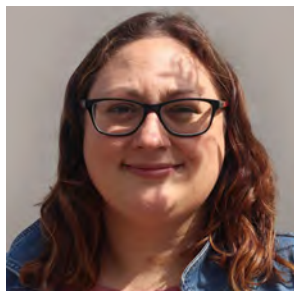
At In Toto Ed we are privileged to have an amazing team of highly-qualified, diversely-experienced, dedicated and caring staff across teaching, mentoring and operations.

With over a lifetime's collective experience between us all in the education and SEN sectors, we strive to deliver a truly bespoke and unique alternative to mainstream school and college.

We are always on the lookout for talented staff; our current vacancies are listed on our [website](#), but even if you do not see the position for you, please do get in touch at hr@in-toto-ed.com - we would love to hear from you.

WHAT OUR STAFF SAY

In Toto Ed is a wonderful place to work, where staff have the incredible opportunity to truly affect a young person's life. But don't just take our word for it – read below some testimonials from our current teachers.

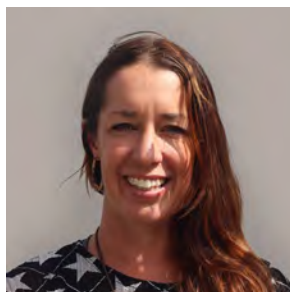


My favourite part of working at In Toto Ed is being part of a supportive team, and creating a welcoming and inclusive atmosphere for students and staff alike.

- Nicole
Assistant Head (SENCO)
Peterborough

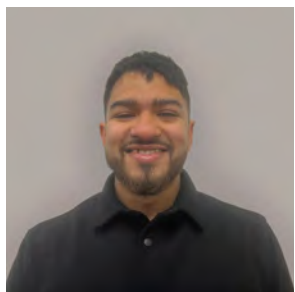
I feel privileged to be part of something so special that is growing every day. I look forward to experiencing this journey with a fantastic, friendly staff team and a group of amazing young people.

- Sarah-Jane
Curriculum Lead for Art
Cambridge



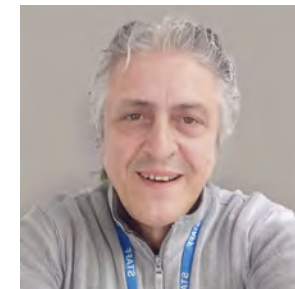
At In Toto Ed, everyone is the same. Everyone is equal, everyone has equal opportunities and that is what it's all about. And that's what I love about teaching at In Toto Ed, we make a difference for everyone.

- Tanzeem
Maths Teacher
London



Working as a Teaching Assistant at In Toto Ed is incredibly rewarding. I'm supported to grow, trusted to be myself, and valued for my hard work; all while seeing the real, day-to-day impact I make on students' lives.

- Kyriakos
Teaching Assistant
Peterborough



My favourite part of working at In Toto Ed is watching our students grow – not just in ability, but in confidence too. Seeing them achieve their goals and come out of their shells is incredibly rewarding.

- James
Music Teacher and DDSL
Cambridge

Working at In Toto Ed is very rewarding. The sense of community, supportive colleagues, and a healthy work-life balance all contribute to making this a place I genuinely enjoy coming to every day.

- Daisy
Assistant Head (Teaching & Learning) and DDSL
London



[See what other staff had to say about working at In Toto Ed](#)



REFER A FRIEND

Earn an introduction bonus of **£500** by referring a friend to join the In Toto Ed team.

The recommended person must become a permanent member of the team, and both employees must still be employed for the bonus to be paid.

The scheme does not include freelancers/contractors/external service providers.

Payment will be pro-rated and will be paid via payroll after the recommended employee has completed their probation period, and will be subject to income tax and NI contributions.

WHY JOIN IN TOTO ED?

At In Toto Ed, we do things differently.

Unlike many other education providers, we teach in small groups, allowing our experienced and supportive staff to build meaningful relationships with every student. Our teams are trained to understand the challenges our students may face and are committed to providing personalised support that enables them to succeed.

While many education settings deliver fixed courses on fixed timetables to large classes, we offer a flexible, student-centred approach. By tailoring learning to individual needs, we create an environment where young people feel understood, supported and able to thrive.

Just as importantly, we believe in supporting our staff. We are committed to creating a positive working environment where colleagues feel valued, supported and able to develop throughout their careers.

Why our staff choose In Toto Ed

- Small class groups that allow staff to focus on teaching, learning and relationships
- A specialist environment where every student is known as an individual
- Time and flexibility to adapt teaching to individual needs
- A supportive and collaborative team
- A strong focus on staff wellbeing and manageable workloads
- Excellent professional development opportunities
- Clear opportunities for career progression
- The opportunity to make a meaningful difference to young people who may not have thrived in mainstream education

Professional development

- Unlimited access to an award-winning CPD platform
- Extensive professional development opportunities
- Accredited support through QTLS
- Training grants for qualifications, including NPQH, NPQSL and NPQ SENCO
- Fully funded Level 3 First Aid qualification for all staff
- Fully funded enhanced DBS
- Opportunities to develop specialist SEND knowledge
- Opportunities to progress into curriculum, pastoral and leadership roles
- Opportunities to contribute to the development of provision and curriculum



Work-life balance and wellbeing

- Term-time only working - 39 weeks, including five INSET days
- Half day at the end of each term
- Wellbeing leave
- Casual dress code
- A focus on manageable workloads
- Support for PPA
- Health Assured Employee Assistance Programme
- 24/7, 365-day confidential helpline
- Mental health crisis phone support
- Access to counselling
- Up to ten counselling sessions, also available to spouses or partners and children aged 16-24 in full-time education who live in the same household
- 24/7 virtual GP
- Access to menopause care
- Access to up to four life and leadership coaching sessions
- Access to up to three financial coaching sessions
- My Healthy Advantage app, including wellbeing plans, rewards and discounts with a range of retailers, travel providers and gyms



Financial and lifestyle benefits

- Competitive salary with clear progression opportunities based on experience and development
- Company pension
- Cycle to Work scheme
- Blue Light Card
- Free onsite parking
- Free Specsavers eye test
- Free teacher planner
- Free tea and coffee
- Access to the gym in each provision
- Bonus for referring a friend to In Toto Ed
- Work MacBook or iPad provided

Family-friendly benefits

- Enhanced maternity leave
- Enhanced paternity leave
- Family-friendly working arrangements where possible

Collaboration and support

We believe that staff do their best work when they feel supported.

Our teams work collaboratively and have opportunities to share ideas, plan together and learn from colleagues across the organisation.

Where appropriate, staff may work alongside colleagues with expertise in SEND, safeguarding, careers, pastoral support and other specialist areas.

We aim to create an open and supportive culture where colleagues can ask for help, share concerns and contribute ideas.

Staff voice

We want staff to have a genuine voice in how In Toto Ed develops.

Colleagues are encouraged to:

- contribute ideas about curriculum and provision
- share feedback about what is working well and what could improve
- participate in staff surveys and wellbeing discussions
- contribute to wider organisational development
- suggest new initiatives and approaches

A career that makes a difference

Working at In Toto Ed means joining a team that is committed to transforming the experiences and outcomes of young people who benefit from an individualised approach to education.

Our small class sizes allow staff to build strong relationships with students and spend more time focusing on teaching and learning.

We recognise that our staff are central to the success of our young people, which is why we invest in professional development, wellbeing and career progression.

We want In Toto Ed to be a place where both students and staff can thrive.



STAFF NOTICE

Have you heard about **Teacher Perks**?

**A WEBSITE WHERE EDUCATION STAFF CAN REDEEM
EXCLUSIVE MONEY-SAVING OFFERS FOR FREE!**

Join here: www.teacherperks.co.uk

Teacher Perks had been set up as a way for organisations to give back to the incredible teachers/staff that make our education system tick. You deserve it!

By joining Teacher Perks you will access hundreds of money-saving perks, offers and discounts from big brands and edu-suppliers for free.

Just a few of our partners that you and your school can save money with include...



hobbycraft

Sainsbury's

THE WHITE COMPANY
LONDON



NEW
LOOK



CAFFÈ
NERO



Here for you because you're here for all of us

On average, teachers and education support staff could save

£3,126 per year

with their Blue Light Card*

Teachers, teaching assistants, early years educators and all school support staff can enjoy exclusive teacher discounts across various sectors, including retail, hospitality, entertainment, travel and more. This allows you to save money on everyday purchases and special occasions, whether it's shopping for essentials or enjoying a meal out.

Blue Light Card also offers access to exclusive events and experiences, such as discounted tickets for concerts, shows and nationwide sporting events.

Blue Light Card has a wide range of partners, offering benefits not just in retail but also in areas like days out, holidays and even car hire services. This means that teachers can benefit from a wide range of opportunities beyond just traditional retail discounts.

[Find out more](#)

Help your employees save up to 47%* on a new bike.

Bike2Work Scheme is a free employee benefit approved by the government, designed to get more people cycling to work and living healthier lives.



Cycling has many benefits. From improving health and fitness to increasing energy and positivity. Not to mention reducing environmental pollution.

We believe bikes and their benefits are for everyone. So for the last 12 years, we've been working with businesses big and small to get more people cycling to and from work. And with no limits on how much employees can spend on a new bike and equipment, it's working.

[Find out more](#)



Computer giving you a headache?

Ask your manager about your eyecare benefit and claim your eVoucher today



Specsavers

When was your last eye test?

Unless your vision has changed, you may not give your eyes much thought when it comes to health. **But your eyes can actually tell us a lot about your general health**, even if they don't feel any different. That's why it's so important to have your eyes **tested regularly**.

Regular eye tests don't only monitor changes in vision but **can also detect eye and other health conditions**. An eye test is recommended every two years which is optimal for maintaining good vision and preventable diseases.

17.5M individuals in the UK

have not undergone an eye examination within the recommended **two-year** timeframe.



Getting your eyes checked regularly by the experts at Specsavers could help **save your sight and even your life**.

50% of sight loss is avoidable.

More than **250 men and women in the UK lose their sight every year** because of treatable conditions such as **glaucoma, which is the leading cause of irreversible blindness**. There are currently one in 50 people over 40 with glaucoma, rising to 8 per cent of people over the age of 80.

Now's the perfect time to take advantage of your **eyecare benefit and book an appointment at your local Specsavers store**.

Ask your employer for a **Specsavers Corporate Eyecare eVoucher** today.

Specsavers

Legal information and guidance

Free 24-hour confidential helpline

Legal information and guidance

The HA | Wisdom Wellbeing 24/7 confidential helpline and Wisdom app give you access to legal information and guidance on a wide range of issues including personal, financial, and legal matters.

Our in-house legal advisors are fully trained and have extensive experience in providing immediate support to individuals in their time of need. The HA | Wisdom Wellbeing legal team will assist with a wide range of issues by providing information on legal processes, obligations, and liabilities, enabling you to identify your next step and make informed decisions about the best way to resolve the issue at hand.

Common reasons for calling include:

- Consumer rights
- Medical negligence
- Landlord and tenant
- Family and matrimonial law
- Motoring offences
- Housing and property law
- Childcare and eldercare
- Personal injury
- Civil litigation
- Wills and probate

We provide guidance and signposting for debt and money management including:

- Budgeting
- Debt management plans
- Mortgage advice
- Buying or renting property
- County court judgements
- Equity release
- Negotiating with creditors
- Benefits and grants
- Financial calculators

The reasons listed above are examples- our legal support service covers a wide range of topics, and your call will never go unanswered. The HA | Wisdom Wellbeing 24/7 confidential helpline makes it easy for you to access support, information, and counselling as a fully integrated package. We have a range of resources available on our Wisdom app, giving you access to tools that promote a healthy lifestyle and greater wellbeing.

Download the Wisdom App

Unique code: **MHA268147**





Your wellbeing services



Home life support

If you're having trouble balancing your budgets, debt, or civil disputes, we have expert advisors here to offer the support you need.



Work-life assistance

Our work-life advice is dedicated to supporting you through professional issues, whether it be returning to work or coping with change.



Physical and emotional health

We have a range of resources aimed to support you both physically and emotionally, from managing anxiety to simple breathing techniques.



Wellbeing resources

We recognise the value of self-help tools, which is why we provide a range of wellbeing modules, factsheets, and invaluable video counselling.*



4-week health plans

Our 4-week plans are designed to support your health goals, whether that be eating healthier, quitting smoking, sleeping better, or coping with pressure.



Mini health checks

How are you feeling today? Take a minute to check in with yourself by using the health checks to assess and support your health and mental wellbeing.



Health calendar

The health calendar raises awareness of different health concerns each month, awareness days, and how to prevent issues from arising.



Wellbeing videos

WisdomTV is a monthly series, featuring well-known personalities talking about their personal experiences with mental health.



Wisdom app

Wisdom is your guide to health and mental wellbeing. The brand-new features are designed to help track your wellness, improve your mental health.



*Clinical assessment will be needed, to help support expectations.

Download the Wisdom app

Unique code: **MHA268147**



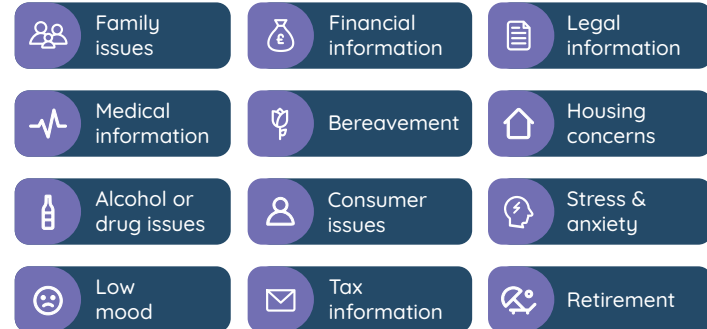
Your Assistance Programme

A 24/7 helpline from HA | Wisdom Wellbeing. Mental health and wellbeing support to get you through life's issues, problems, and worries.

Your Assistance Programme

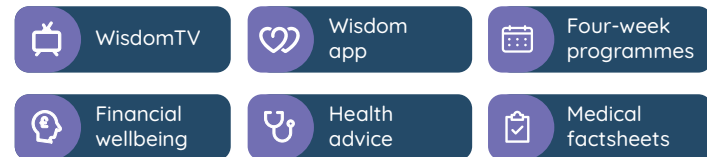
It's not easy to balance the pressure of work, home life, and any other personal issues that you may be experiencing. HA | Wisdom Wellbeing provides support and guidance for you and your immediate family.*

What can I use this service for?



24/7 confidential support

Your call will be handled by an experienced therapist or advisor, who will offer support in a friendly, non-judgemental manner.



Your Assistance Programme

- Stress & anxiety
- Debt
- Work
- Addictions
- Relationships
- Legal



Unique code:

MHA268147



*HA | Wisdom Wellbeing defines immediate family members as spouse/partners and children aged 16 to 24 in full-time education, living in the same household.

Accessing Menopause Care



Accessing Menopause Care

What Menopause Care offers

Your people can access a clinically governed range of services, including:

- 📍 Emotional and mental wellbeing support
- 📍 Psychoeducation and selfcare
- 📍 Legal information and guidance on workplace adjustments
- 📍 Medical information from our in-house Occupational Health nurses
- 📍 Support for family members strategies
- 📍 Rightsteps Menopause CBT
- 📍 Solution Focused Brief Therapy (SFBT)

Every interaction works towards safeguarding individuals, reducing risk and strengthening organisational culture, all while helping you meet the mandatory requirements of upcoming Menopause Action Plan legislation.



Accessing financial coaching

Accessing financial coaching

What the service offers

Your people gain access to:

- ♥ In-the-moment financial wellbeing support
- ♥ Expert guidance from legal and financial wellbeing advisers
- ♥ Referral to Munny for structured financial coaching
- ♥ Practical strategies to manage debt, budgeting, credit use and long-term planning
- ♥ Support that strengthens mental health, reduces stress and improves day-to-day functioning

This clinically governed approach ensures individuals receive safe, accurate and actionable advice.

How your people access support

All support begins with a single point of entry:

24/7 Helpline: 0800 028 0199

When an individual calls, they will:

- ♥ Speak to one of our legal and financial wellbeing advisers
- ♥ Receive in-the-moment support tailored to their situation
- ♥ Be referred to Munny for a structured financial coaching callback

There is no need to prepare anything before calling — the team guides them through the process.

Life and Leadership Coaching

Our coaching approach: The GROW Model

We use the industry-recognised GROW Model to deliver structured, measurable progress.

G

Goal

Define the behaviour, capability or situation the individual wants to improve. Goals are always framed using SMART principles.

R

Reality

Understand the individual's current context, limitations and opportunities. This provides a clear, realistic baseline.

O

Options

Identify barriers and opportunities, then explore achievable pathways to progress.

W

Will

Strengthen commitment, motivation and accountability. Leaders finish each session with practical, agreed next steps that support sustained improvement.

Livi offers you:



On-demand GPs, advanced clinical practitioners, mental health practitioners and physical therapists



Access to prescribing pharmacists



Morning, evening and weekend appointments



Access to quality healthcare
24/7, 365 days a year



4.9/5 rating for patient satisfaction



CQC 'Good' rating

livi

h_ua

 wisdom
wellbeing



CONTACT DETAILS

LONDON



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020 3691 4053

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PETERBOROUGH



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