Three Counties Academy Trust

Staff Financial Wellbeing Policy

#HR42

Last amended 17th July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 16th July 2029.

Statement of intent

At Three Counties Academy Trust (TCAT) we understand that worries and concerns about personal finances can have a significant impact on an individual's physical and mental health. We aim to support all employees as much as is reasonably possible to avoid and manage financial problems.

The purpose of this policy is to help establish an open and supportive work environment where all staff feel comfortable discussing any issues associated with financial wellbeing, and to ensure sources of internal and external support are readily available and clearly signposted to employees.

Please note: TCAT is unable to offer specific, personalised financial advice to employees. Anyone who gives such advice is legally required to be registered with the Financial Conduct Authority.

To that effect, this policy has restricted access, HR42 Staff Financial Wellbeing Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.