

UK Benefits Summary 2025/26



Pearson is pleased to offer you a comprehensive and flexible benefits package to help you meet your health, financial, wellness and lifestyle needs. This document provides a summary of the benefits available to you, from which you can build a package that works best for you. For more information, please visit the [Pearson UK website](#).



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Healthcare Plans

Provided by Aviva

Pearson offers two medical plans to choose from: Medical Insurance and Medical Insurance Plus. Regardless of which one you choose, Pearson’s healthcare plans allow members to obtain treatment for injuries or acute medical conditions through private consultants and hospitals. The plans cover a wide range of items such as inpatient and outpatient treatment, home nursing, psychiatric care, fertility and family planning support, menopause support, gender affirmation care and surgery.

Medical Insurance

Guided Referral

Members work with a claims specialist who will guide them, based on their condition, to a hospital that offers the highest quality of care based on clinical outcomes, patient safety, efficacy and cost.

- £50 excess, per person/year
- £2,000 outpatient benefit

Medical Insurance Plus

Extended Hospital

Includes the same features as Guided Referral and may include additional London-based hospitals.

- No excess
- Full refund outpatient benefits



Dental Plans

Provided by Unum Dental, there are three levels of dental cover to choose from (NHS, Gold and Platinum), with different monthly costs and reimbursement limits to suit your needs.

	NHS	Gold	Platinum
Overall Limit: annual limit for all listed treatment	N/A	£1,500	£2,500
100% NHS dental cover	Yes	Yes	Yes
Check-ups: annual examinations limit	100%	£75	£100

Pension

Provided by The Pearson Pension Plan

There are two sections in The Pearson Pension Plan currently open to new joiners: Money Purchase 2003 (MP03) Section and Auto Enrolment (AE) Section.



	Money Purchase 2003 (MP03) Section	Auto Enrolment (AE) Section
Enrolment Type	Must opt in	Automatic enrolment
Age Requirements	16 to 74	16 to 74, state pension age
You Pay	Between 3% and 8% of Pensionable Salary. The maximum depends on your age. This can also be paid through salary exchange.	5% of your Qualifying Earnings. This can also be paid through salary exchange.
Pearson Pays	Double what you pay: between 6% and 16% of Pensionable Salary	3% of your Qualifying Earnings
Salary/Earnings	Pensionable Salary: your basic salary as of 1 April each year, restricted in accordance with the Plan Earnings cap (£230,400 a year for the 2025/26 tax year).	Salary required: Over £10,000 Qualifying Earnings: between a minimum of £6,240 per year and a maximum of £50,270 per year for the 2025/26 tax year.

Life Insurance

Life insurance cover is a key component of having a sound financial plan, and you can take comfort in the fact that your family will be protected financially in the event of your death. The amount of cover is dependent on your membership in the Pension Plan.

Membership in The Pearson Pension Plan	Money Purchase 2003 (MP03) Section	Auto Enrolment (AE) Section	Not a Member
Lump sum as a multiple of salary	4 times	3 times	2 times
Annual income to your spouse or civil partner	33%	No	No
Annual income to dependent children (up to 4)	8.5% each	No	No
Refund of pension pot	No	Yes	N/A

Your salary or annual income is calculated using your **Pensionable Salary** at the time of death, which is your basic salary as of 1 April each year, restricted in accordance with the Plan Earnings Cap. For more information, visit [The Pearson Pension Plan website](#).



Cycle to Work

Provided by Cyclescheme

You can lease a bicycle (including qualifying equipment) and spread the cost over 12 months. You can request a value to suit your needs. The lease is paid via salary exchange, so you benefit from income tax and NI savings.



Save For Shares Plan

The Save For Shares Plan is an easy and flexible way to save money directly from your pay. Save between £5 and £500 a month for three years to purchase Pearson shares at a discount. The price you will pay for the shares on the end of the three years is set at a 20% discount to the market price at the start of the plan. You can keep your shares or sell them immediately.

Annual Leave Trading

If eligible, Pearson provides you with the flexibility to change your annual leave entitlement:

- Increase by up to five days (up to an overall maximum of 35 days)
- Decrease by up to five days

Each day that you buy or sell is valued at 1/260th of your annual salary (pro-rated if part-time or working a non-standard weekly pattern). Your salary is adjusted for nine months (April to December) to reflect your chosen entitlement.

Unmind

Pearson Global WELL supported by Unmind is a global online wellbeing platform designed by psychologists to help you measure and manage your mental health and wellbeing. In addition to providing 12 free one-on-one therapy or coaching sessions, you can build your own wellbeing plan and access more than 700 hours of content covering all sorts of areas, from managing stress, to sleeping better, to improving your focus. Learn more about the platform by visiting [Unmind on The Hub](#).



Employee Assistance Programme (EAP)

Provided by Cigna International

Pearson provides you and your family with an Employee Assistance Programme (EAP) to support with any work or personal issue, including short-term professional counselling and connecting you to local resources to help you manage emotional, practical or physical needs. The EAP is available 24/7/365 and provides you and your immediate family with a variety of practical information and counselling.

Key Features of the EAP:

- Confidential
- Free to you
- Can be accessed multiple ways
- Available to you and your household members

Other Benefits and Discounts

- Virgin Active Membership Subsidy
- Wellhub Wellness
- Up to five paid Volunteer Days
- Annual Leave
- Discount Programme through Pluxee
- Paternity and Maternity Leave & Pay
- Parental Leave & Pay
- Adoption Leave & Pay
- Parental Bereavement Leave
- Compassionate Leave
- Time off for Dependents
- Career Break