



Annual Enrolment 2025

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It's Enrolment Season!



It's that time of year where we each have the opportunity to select benefits that meet our needs and the needs of our families. The package Pearson offers is designed to provide the protection you need for today and the security you will want for tomorrow. We encourage you to take the time to carefully review the available options and make informed decisions. Your benefits are an important part of your overall compensation and wellbeing.

It's no secret that inflation has hit every part of our lives in recent years and healthcare is no different. This year we will see an increase of 10.80 percent for the Private Medical Plan and 10.95–15.92 percent for dental, depending on your level of cover. Much of the increase is attributable to increased utilisation resulting from the challenges experienced by the NHS such as long wait times, limited access to certain treatments and delayed hospital discharges. There are no changes to the benefits offered for the 2025–2026 year.

The better news is that the benefits provided by Pearson provide a level of protection when care through the NHS is delayed or unavailable. Whether you are considering adding dependents, exploring the other medical option or just reviewing your current cover, this

is the time to act. Our annual enrolment period is quickly approaching, beginning Monday, 3 March through Wednesday, 19 March.

We encourage you to take advantage of the resources available to you — this brochure, our brand-new public [Pearson Benefits UK website](#) and the [Pearson Benefits Enrolment Portal](#) as you consider your options for the upcoming tax year.

Enrolling is easy! ❤️

Simply visit the [Pearson Benefits Enrolment Portal](#) and follow the prompts.

Private Medical Scheme

Pearson offers a choice of private medical schemes so you have the flexibility to select the option that is best for you. Review the chart below to help you decide. Full details of the schemes can be found on the [Pearson Benefits UK website](#).

Benefit	Medical Insurance	Medical Insurance Plus
Excess	£50 excess, per person per scheme year. Does not apply to Mental Health Pathway or BacktoBetter services	£0 excess
Hospital	Guided Referral – a claims specialist guides you, based on your condition, to a hospital that offers the highest quality of care based on health clinical outcomes, patient safety, efficacy, proximity and cost	Extended Hospital list – includes the same features as Guided Referral and may include additional hospitals such as London Bridge or Princess Grace
In-patient Hospital charges	Paid in full (Guided Referral)	Paid in full (Extended Hospital list)
In-patient specialist fees	Paid in full	Paid up to certain limits
In-patient diagnostic tests	Paid in full	Paid in full
In-patient radiotherapy/ chemotherapy	Paid in full	Paid in full
Out-patient Benefit Annual Limit	£2,000 per person per year	Paid in full
Out-patient treatment by a specialist	Subject to the £2,000 limit	Paid in full
Out-patient diagnostic tests	Subject to the £2,000 limit	Paid in full
Out-patient treatment by a qualified physiotherapist, chiropractor, osteopath and acupuncturist by referral from your GP	Subject to the £2,000 limit	Paid in full
Mental Health Pathway	Available	Available
Menopause Support	Available	Available
Cancer Support Services	Available	Available
Fertility and Family Planning Services	Available	Available
Gender Affirmation Services	Available	Available
BacktoBetter Musculoskeletal service	Available	Available
Employee-only monthly cost	£0.00	£12.85



Celebrate Women's History Month

with Pearson's New Global Menopause Guide and These Free Events from Wellhub Wellness

Pearson's Global Menopause Guide

Pearson recognizes that some employees may need additional consideration, support, adjustments and/or accommodations before (perimenopause), during and after menopause. The [Global Menopause Guide](#) was created to support colleagues through every stage of the menopause journey.



Free Wellhub Events

You do not have to be a Wellhub participant to enjoy these free sessions.

Meet the Founder of Peanut

6 March, 12:00 p.m.

[Register for "Meet the Founder of Peanut" \(required\)](#)

During this webinar, you will meet Michelle Kennedy, the founder of the women's health platform Peanut. During the interview, Michelle will share her inspiring journey as a female founder and discuss how Peanut can support women through various stages of life, whether navigating pregnancy, motherhood or seeking personal and professional growth.

Introducing EveryDollar: The First Wellhub Financial Benefit

25 March, 5:00 p.m.

[Register for Introducing EveryDollar: The First Wellhub Financial Benefit \(required\)](#)

You want to feel good about your mind, your health, and your body...but what about your finances? For most people, managing money is time-consuming and stressful. But EveryDollar is the budgeting app designed to make it fast and easy—and it's available to you through Wellhub! Come learn how EveryDollar can help you stay on top of your spending, save more, pay off debt, and feel better about your finances!

Essential Nutrition for Women through the Decades

26 March, 5:00 p.m.

[Register for "Essential Nutrition for Women through the Decades" \(required\)](#)

Join us for an empowering webinar that dives deep into the unique nutritional needs of women at every age. Discover how your body's requirements for vitamins, calories, calcium and other vital nutrients evolve as you navigate your 20s, 30s, 40s, 50s, 60s and beyond. Here you can learn some practical tips and insights on how to optimise your diet to support your health, energy levels and overall well-being at each life stage.

Neurodiversity at Work with Unmind Webinar

19 March 2025, 4:00 p.m.

[Register for "Neurodiversity at Work with Unmind" Webinar \(required\)](#)

During Neurodiversity Celebration Week (17 March to 23 March), join Unmind's Member Space to learn about the incredible contributions of neurodivergent individuals, the challenges they face and how we can all play a role in building more inclusive spaces where everyone can shine.



View these short videos about neurodiversity in preparation for the webinar:

- [What neurodiversity really means \(video\)](#)
- [Neurodiversity in the workplace \(video\)](#)

Long Service Awards

Whilst most of the organisation moved to the 'Pearsoniversary' recognition rolled out alongside The Hub, we are aware there have been some small legacy LSA arrangements which have persisted and created inequity across our businesses. As part of a broader effort to explore a global approach to recognition across Pearson, we want to ensure acknowledgement of achievements reflects both your individual successes and the evolving needs of our organisation. As such, we have decided that any existing Long Service Awards will be discontinued as of 31 March 2025. We firmly believe that recognition should be ongoing and meaningful, which is why we continue to recognise the contributions of colleagues through Pearson's various Reward programs, as well as socially via The Hub.



Pay Your Bonus into Your Pension Pot

This is a reminder that you can pay part or all of your bonus payment into your pension pot as a single Additional Voluntary Contribution (AVC). Any amount you pay will not be subject to tax deduction. If you are interested, you must complete the online form by 7 March if you are a member of the [Auto-Enrolment \(AE\) and Money Purchase 2003 \(MP03\) sections](#) or if you are a member of the [Final Pay section](#). To ensure tax-efficient savings, please verify that your total contributions do not exceed the Annual Allowance. You can read more about the Annual Allowance by visiting the [Pension Plan website](#).