

# LGBTQ Benefits Summary



Pearson Benefits is pleased to demonstrate its support for building a culture of belonging for everyone who works for Pearson through its benefit programs that support our diverse communities. Read on to learn more about the coverage offered.



Read [\*\*Pearson's Global Trans 101 and Transition Support Guide\*\*](#) to learn about the Company's commitment to trans inclusion in the workplace.



## Table of Contents

<b>For Your Health</b>	<b>3</b>	<b>For Your Wealth</b>	<b>5</b>
Gender-Affirming Services		Pearson Pension Plan	5
Medical Cover	3	Death in Service Benefit	5
Fertility Benefit Medical Cover	4	Save for Shares Plan	5
Emotional Support Services	4		
Crisis Call Lines	4	<b>For Your Life</b>	<b>6</b>
		Pearson Spectrum	6
		Time Away from Work	6
		Available Resources and Organizations	7

Pearson reserves the right to amend, modify, or terminate these programs at any time and without notice, subject to the requirements of applicable law. These programs and any changes to them do not constitute a contract of employment with the Company. While every effort is made to ensure the accuracy of this document, the Plan documents and contracts prevail in case of a discrepancy between this brochure and the Plan documents and contracts.

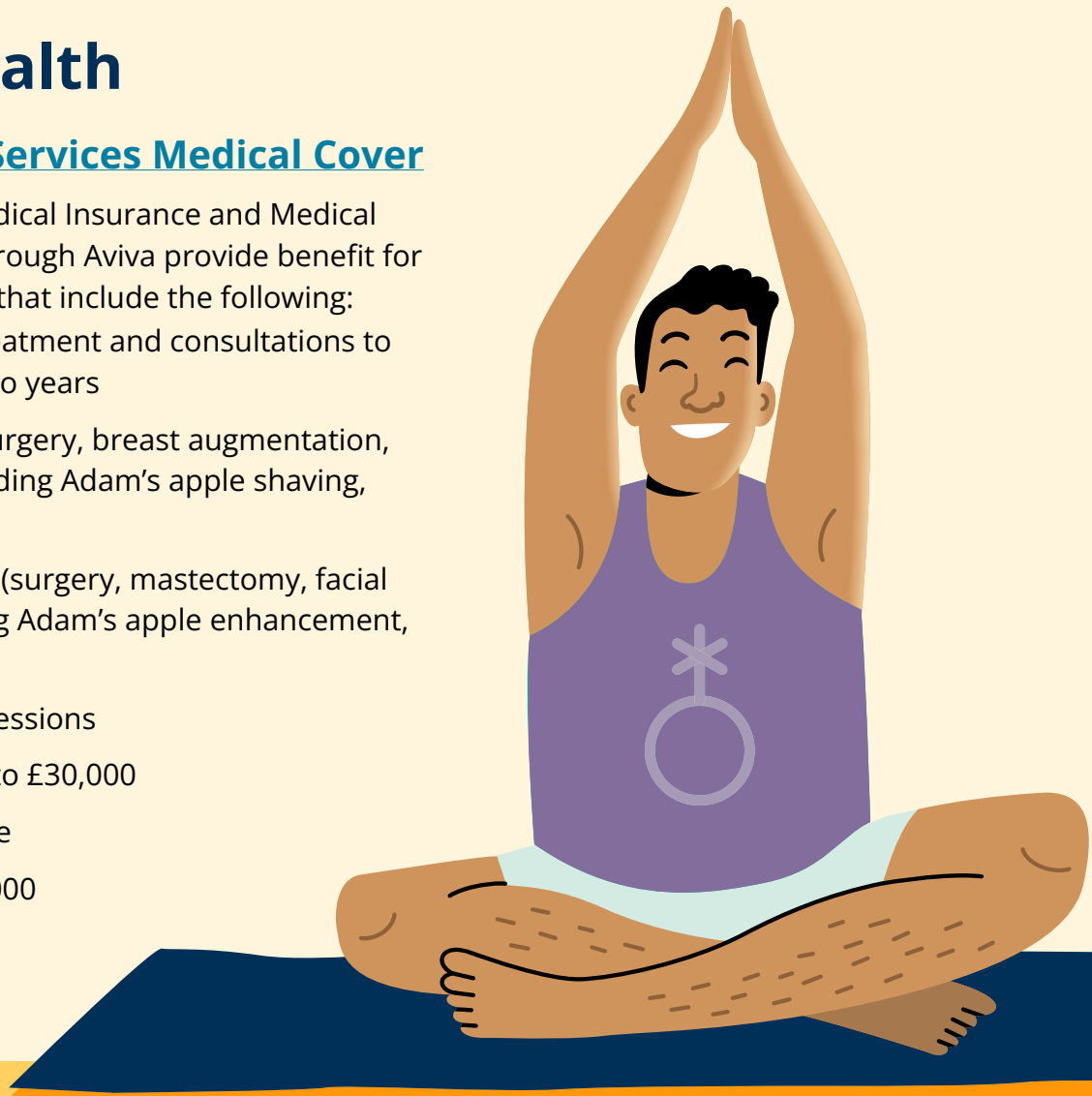
# Supporting the LGBTQ Community

## For Your Health

### Gender-Affirming Services Medical Cover

The medical schemes (Medical Insurance and Medical Insurance Plus) offered through Aviva provide benefit for gender-affirming services that include the following:

- Initiation of hormone treatment and consultations to monitor you for up to two years
- Feminisation services (surgery, breast augmentation, facial feminisation, including Adam's apple shaving, voice surgery)
- Masculinisation services (surgery, mastectomy, facial masculinisation including Adam's apple enhancement, voice surgery)
- Up to 20 voice therapy sessions
- Hair transplantation up to £30,000
- Up to £100 wig allowance
- Hair removal up to £20,000



#### **Please note:**

- There are very few private providers of specialist services for gender affirmation so you may have to travel for treatment. Please speak to the Aviva claims team at 0800 056 4458 for further information.
- You don't need to see a GP before making a claim, just contact Aviva at 0800 056 4458 before starting treatment. However, if you are starting hormone therapy your NHS GP will need to sign up to a shared care agreement to ensure appropriate clinical monitoring is in place should your benefit end.

## Fertility Benefit Medical Cover

The private medical plans provided through Aviva provide up to £20,000 reimbursement per member per lifetime on eligible fertility treatment.

## Emotional Support Services

According to a 2018 Stonewall study, 52% of LGBTQ people said they experienced depression in the prior year and almost half (46%) of trans people surveyed admitted that they have thought about taking their own life. Help is available through the programs that Pearson offers to support the community and its family members:

### Employee Assistance Program (EAP)

If you are experiencing anxiety, stress, depression, grief, domestic violence, substance use disorder or relationship issues, the EAP is ready to help. The [EAP](#) is confidential and available 24/7. You do not need to be enrolled in private medical cover to use this benefit. You can reach the EAP via a few methods:

#### Online

- [cigna.com/ieap](https://cigna.com/ieap);
- company login code: Pearson

#### Phone

- Free: 08009883764
- Direct: +44-2089876209

#### Email

[support@resourcesforyourlife.com](mailto:support@resourcesforyourlife.com)

#### App

iConnectYou app (download the iConnectYou app from the App Store [iOS] or Play Store [Android]); company passcode: 201798



## Aviva Private Medical Cover

Counselling is available for members aged 12 and over for those who need assistance navigating through gender incongruence.

## 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](#).

## Crisis Call Lines

If you or someone you know is in crisis and has thoughts of suicide, you can reach out to one of the following services:

- Call Emergency services at 999; or
- Call the NHS helpline at 111; or
- Call Samaritans for free at 116 123

Assistance is available 24 hours a day, 365 days a year.

# For Your Wealth

## Pearson Pension Plan

Have you thought about how much money you will need to live comfortably in later life? It is unlikely that the State Pension alone will fund the kind of retirement you may want. This is where the Pension Plan can assist, helping you save for a more comfortable future.

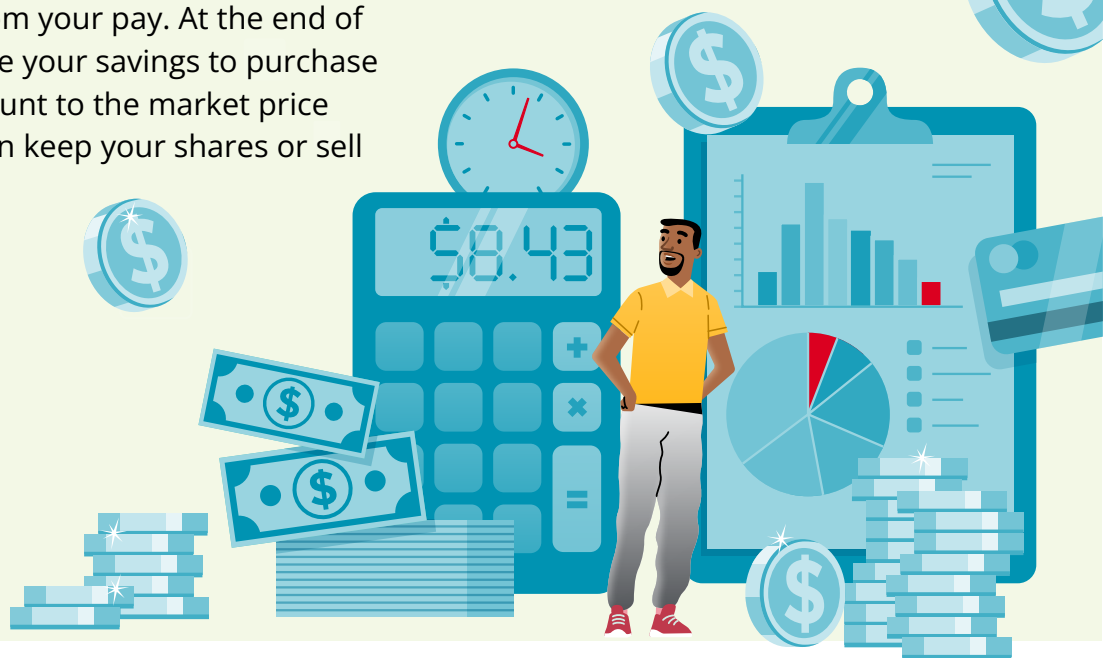
You can also complete an [Expression of Wish form](#) where, in certain circumstances, a lump sum may be payable from The Pearson Pension Plan to a designee when you die. The Trustee of the Plan will decide who should receive any discretionary lump sum benefit which becomes payable.

## Death in Service Benefit

Life insurance is something that is used to round out your financial portfolio. It provides financial security for your loved ones in the event of your death. The amount of cover provided to you, your spouse/civil partner, and children is dependent on your membership in the Pension Plan.

## Save for Shares Plan

The Worldwide Save for Shares Plan is an easy and flexible way to save money directly from your pay. At the end of the savings period, you can use your savings to purchase Pearson shares at a 20% discount to the market price at the start of the plan. You can keep your shares or sell them immediately.



# For Your Life

## Pearson Spectrum

[Join Pearson Spectrum](#), a global, employee-led resource group that supports and affirms Pearson's queer community and allies. Spectrum acknowledges and embraces everyone under the LGBTQ umbrella. Get updates or participate in community discussions through the [Pearson Spectrum Teams Channel](#). Please [visit the hub for information about other Employee Resource Groups](#).



## Time Away from Work

Provides information about various circumstances where employees may need to take time away from work:

### Holiday Entitlement and Public Holidays

This policy outlines the annual holiday entitlements and public holidays available to employees in the UK.

### Career Break

Allows employees to take an unpaid career break, between 3 and 12 months, from work to address professional development or personal circumstances.

### Maternity Leave and Pay

This policy reflects the statutory and Company provisions and arrangements for Ordinary Maternity Leave and Additional Maternity Leave.

### Shared Parental Leave

This is a type of leave that may be available following the [birth](#) or the [adoption](#) of your child. Shared Parental Leave allows parents to take up to 52 weeks.

### Parental Leave and Pay

With this leave, employees are entitled to up to 18 weeks unpaid parental leave per child (up to 18th birthday) if they:

- Are the parent of a child; or
- Have adopted a child under the age of 18 (the right to parental leave lasts for a period from the date of adoption or until the child's 18th birthday); or
- Have acquired formal parental responsibility for a child; or
- Are the parent or adoptive parent of a child who has been awarded disability living allowance (this can be taken up to the child's 18th birthday)

## Available Resources and Organizations

There are additional resources available to provide support for the LGBTQ community and its allies:

### Switchboard

Switchboard is the UK national LGBTQ support line. Switchboard is a UK-based charity and is available to all who reside in the UK.

### Stonewall UK

Stonewall is a lesbian, gay, bisexual and transgender rights charity in the United Kingdom. It is the largest LGBTQ rights organization in Europe.

### Mermaids (UK)

Mermaids supports transgender, nonbinary and gender-diverse children and young people until their 20th birthday, as well as their families and professional(s) involved in their care.

### The BeYou Project

Offers a safe, welcoming and inclusive space where LGBTQ young people can meet, socialise and find the support they need.

### Gendered Intelligence (GI)

GI is a UK-based registered charity that works to increase understandings of gender diversity and improve the lives of trans people. They work throughout the UK and sometimes internationally, offering a broad spectrum of non-judgmental, practical services to the public, private and not-for-profit sectors, including employees' training, speakers and panellists for events and conferences, and wide-ranging consultancy. They also provide services for trans- and gender-questioning people, especially young people, and those who support them.

### ILGA-Europe Rainbow Europe

Rainbow Europe is ILGA-Europe's annual benchmarking tool, which ranks 49 countries in Europe on their LGBTQ equality laws and policies in the areas of non-discrimination, family, hate crime law, legal gender recognition, freedom of assembly and asylum. Resources include an interactive map which links to full details of the ratings for each country, including laws, etc. and an annual review.

### NHS

The NHS provides a list of resources for children, adolescents, parents and schools and talking therapy options to the LGBTQ community.

