



STAFF BENEFITS

HEALTH & WELLBEING



HEALTHCARE CASH PLAN

- Medical, including dental and optical, treatment, access to a virtual GP, skin health tracker and the 'mProve' yourself App

EMPLOYEE ASSISTANCE PROGRAMME

- Provides free and confidential advice, including up to eight face-to-face counselling sessions

SCHOOL COUNSELLOR & NURSE

- Access to the School Counsellor and School Nurse during term-time

WELLBEING INITIATIVES

- Sky Lounge, TGIF and staff room treats

PHYSICAL EXERCISE

- Discounted gym membership and Cycle to work scheme

MEALS AND REFRESHMENTS

- Breakfast (for a small charge), Morning snack and lunch, coffee and tea, and plant-based milks available

OCCUPATIONAL HEALTH

- Professional help to both staff and the school where work-related adjustments may be required

FINANCIAL WELLBEING



PAY & PENSION

- Generous pension scheme
- Pay policy including regular benchmarking of our salary scales
- Pension salary sacrifice scheme (currently academic staff only)

PROTECTION

- Life assurance
- Income protection insurance (academic staff only)

SCHOOL FEES

- 25% discount, after which any further discount is means-tested
- Easter and summer holiday camp discounts

FINANCIAL SUPPORT

- High street discounts
- Emergency financial assistance loan and salary advances

FAMILY FRIENDLY & FLEXIBLE WORKING ARRANGEMENTS



- Enhanced sickness, maternity, paternity, adoption, dependents, and bereavement leave entitlements
- Flexible working policy
- Part-time and Term-time working
- Flexibility to work from home (only applies to certain roles and with agreement)
- Disability Confident employer

REWARD & RECOGNITION



- Annual salary review
- Long-service awards
- Recognition of staff leavers
- End-of-term celebrations
- Termly birthday drinks

PROFESSIONAL DEVELOPMENT



- INSET and twilight training to develop skills
- Early career teacher induction programme
- Career pathways
- Mentoring or career coaching
- Full CPD programme
- National professional qualifications support
- Apprenticeships
- Financial support for professional qualifications

ADDITIONAL BENEFITS



- School laptop provided to staff (where relevant to the role)
- 175 teaching days per year (190 in the maintained sector)
- Smaller class sizes, great teaching resources and higher PPA time