



# Benefits of working for Huntington School

## Annual leave

Full-time support staff employees receive the equivalent of 24 days of holiday, rising to 29 days after 5 or more years of continuous local government service, plus public holidays (usually 8 days per year), this leave is pro rata for part-time and term time only employees. Term-time only employees work the 39 weeks of school term time and leave is taken during the 13 week period when the school is closed.

## Job Sharing

Most full-time posts are open to job-sharing. This is where two people share the hours, duties of a post and also the pay and conditions. Applicants can apply for job sharing on their own and the school will make every effort to find a job-sharing partner.

## Pension

Teaching staff are automatically enrolled in the Teachers' Pension Scheme (TPS) and support staff are automatically enrolled in the Local Government Pension Scheme (LGPS) – these are employer and employee contributory private pension schemes. Employees can also choose to opt out of the scheme.

## Family friendly arrangements

- Maternity leave - Employees get maternity leave of up to 52 weeks, regardless of service length.
- Paternity leave - Employees with more than 26 weeks service are entitled to one week's full pay paternity leave and one week's statutory pay paternity leave. Employees with less than 26 weeks service are entitled to one week's paternity leave on full pay.
- Dependant care leave - Employees can take a reasonable amount of time off work to deal with emergencies in relation to dependants. Up to 5 days of dependant care leave are available in a year. This leave is pro rata for part-time employees.
- Adoption leave - Employees get up to 52 weeks adoption leave.
- Family Day – At Huntington School employees can request up to one full day of absence to attend a family-related event, either celebratory (such as a child's school Nativity play) or supportive (such as helping a parent move house).



## **Sickness payments**

The period of sick pay depends on an employee's length of service and all sickness is monitored, with support offered wherever possible. Sick pay rises to a maximum of six months of full pay and six months of half pay after five years' service.

## **Employee Assistance Programme**

This service is available to all employees and offers both practical and emotional support to help manage life's challenges and difficulties, whether for personal or work-related concerns.

## **Employee development and training**

Employees are encouraged to develop skills and knowledge related to their work and career development. The school runs a programme of in-house training and development courses for classroom-based staff and will also consider supporting training and development courses run by the City of York Council and other further education providers.

## **Salary Sacrifice Schemes**

There are benefits to assist in the cost of purchasing a new bike or latest technology through payroll.

- Cycle Schemes  
Offering savings of up to 42% with tax-free savings on retail prices of bicycles and equipment, or benefit from an interest-free loan to buy a new bike and equipment.
- Tech Schemes  
Employees can benefit from an interest-free loan for technology, from computers to phones, spreading the cost of payments and making a National Insurance saving of 12% too.

