



Roding Valley

HIGH SCHOOL

Staff Benefits 2017-18

Reviewed March 2017
Approved 23/03/2017

Roding Valley High School is committed to offering Employees incentives which can enhance the quality of working life, be seen to reward staff efforts, and add value to an employment package.

The additional benefits offered to all staff at Roding Valley include the following:

- Membership to occupational pension schemes
- Free meal up the value of £3.00 if running an extra-curricular club or doing a lunch duty
- Free car parking
- End of academic year BBQ / celebration
- Start of academic year buffet on inset day
- Use of staffroom with kitchen facilities
- Laptops for staff in certain roles if required
- Childcare voucher scheme
- Bike to Work Scheme
- Requests considered by governing body for funding towards relevant professional qualifications

There are tax and National Insurance implications for most financial incentives

VDU Eye Testing

Sight tests will be reimbursed and financial assistance provided for users of VDUs who can provide evidence that there is a need for special lenses for computer use.

The definition of a user is an employee who uses a VDU as a significant part of their normal daily work. The school will pay for the cost of basic frames and lenses where spectacles need modifying for VDU use, to the maximum cost of £60 for single lens spectacles and £80 bifocals.

Uniform

Uniform is provided for those roles that require a uniform or protective clothing to undertake their job in a safe manner – site staff, catering staff, cleaning staff and PE staff.

All uniforms remain the property of Roding Valley High School and should be returned upon cease of employment with the school.

Mobile Phones

Mobile phones are leased from Vodafone and issued to all members of SLT but remain the property of the school.

Personal calls or data that exceed the agreed rental package are to be paid by individuals.

For further information on employee benefits, please speak to the school's Business Manager.