



Great Oaks Teacher Summary of Terms & Conditions

Start date: 1st September 2025

Contract Type: Full-time permanent

Employer: Specialist Schools Trust

Place of Work:

Site 1: West Site: Vermont Close, Southampton, SO16 7LT

Site 2: South Site: Green Lane, Southampton SO16 9FQ

Site 3: Bugle House: 53 Bugle Street | Southampton | SO14 2LF

Salary: Main Pay scale (including UPS where appropriate) + SEN 1 allowance

Pension: Membership of the Teacher Pension Scheme for teaching staff

Notice period: As per Conditions of Service for School Teachers – Burgundy Book

Car Parking: Car parking is very limited on our West site and cannot be guaranteed

Car insurance: Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability



Staff Benefits



We provide a thorough induction program for all staff, demonstrating our commitment to ongoing professional development across the Trust. We actively invest in our employees by supporting continuous learning and creating opportunities for career advancement.



We are committed to fostering a culture of collaboration and clear communication, where every contribution is valued, and voices are heard. Leadership and accountability are embraced at all levels, ensuring transparency and a positive approach to challenges.



We are dedicated to supporting the personal health and wellbeing of our staff by providing access to resources, a comfortable break environment with refreshments, and recognition of individual responsibilities beyond work. We maintain high standards of health and safety across all sites and roles, ensure positive communication that respects working hours, and value feedback to drive continuous improvement.

Online GP: Access to phone consultations 24/7, 365 days a year with a GP. Access open referrals and private prescriptions where appropriate.

Employee Assistance Programme: Access to confidential support through Face to Face Counselling, Self- Help Workbooks or 24/7 365 Helpline.

Lifestyle Savings:

All staff have access to offers from over 1000 discounts including the biggest brands, retailers, and leading supermarkets through the Vivup employee platform.

Pension Scheme:

All teachers will automatically be enrolled into the Teachers' Pension Scheme. Contribution bandings are based on actual salary. Contribution rates from 1st April 2024 are as follows:

Annual Salary Rate

Up to £34,289.99
£34,290 to £46,158.99
£46,159 to £54,729.99

Member contribution Rate

7.4%
8.6%
9.6%



£54,730 to £72,534.99	10.2%
£72,535 to £98,908.99	11.3%
£98,909 and above	11.7%