



# Ipswich High School

*for Girls*

## Staff Benefits

### Development, Health, Pensions & Union

- Attractive GDST pay scales compared with those in the maintained sector.
- The school is committed to staff development with an annual review scheme and regular opportunities for GDST in-service training. We run an Induction Programme for all new staff including familiarisation with our computer network, Intranet and remote access.
- Teaching staff are provided with a school laptop/iPad.
- All GDST teachers are eligible to belong to the Teachers' Pension Scheme.
- All support staff are invited to join the Standard Life Pension and income protection schemes.
- All staff has access to Health Assured employee assistance service offering free and confidential counselling and information. The GDST has also negotiated preferential rates for private medical insurance with BUPA and AXA PPP.
- **JLT Employee Benefits** is pleased to offer all employees of the GDST the opportunity to participate in the **Universities & Colleges Personal Healthcare Scheme**, underwritten by AXA PPP healthcare.
- All staff able to join ATL union membership with free on site advice available from the ATL representative.
- Corporate Membership of Ipswich Sports Club, at 30% off advertised Membership Subscription Fees.

- The GDST subscribes to the Cycle to Work scheme, which is a Government incentive designed to provide tax benefits to employees wishing to purchase a bike and associated cycle related products through salary sacrifice.

### **Parent Benefit**

- From September 2016, a 50% reduction in school fees from Reception class onwards is available to full-time staff; for part-time staff, the fee reduction is calculated pro rata. There is also the opportunity to opt into a tax efficient 'salary sacrifice' scheme for payment of GDST school fees.

### **Free Provision & Discounted Services**

- Mid-morning refreshments and a midday meal are free of charge during term time.
- There is free onsite parking.
- All staff can swim free of charge on two evenings per week and, at specified times, have free use of the new Fitness Suite.
- Staff undertaking a free eye test will be offered £40 towards the cost of new reading glasses.
- Offer of free Microsoft Office software on devices at home while employed with GDST.
- Hire of glasses/crockery and cleaning equipment can be arranged for a nominal fee and 50% staff discount is offered when hiring facilities.

### **Staff wellbeing is a School priority and we also provide:**

- Free electric charge points for electric cars

- Half price flu vaccination
- Cooked lunch each day (term time) and sandwiches/fruit during parent evenings
- Free tea and coffee for all staff all day
- Newspapers in staffrooms
- Fruit in staffrooms
- Meditation Room
- Subsidised Christmas Party (including partners)
- Continual refurbishment of staff areas
- Continual review of staff duties
- Cover supervisors in the Senior and Junior School
- Christmas chocolate and Easter Eggs!
- End of year staff BBQ and presentations to long serving members