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