



## Benefits

### Pay and Conditions

We are committed to offering our staff pay and conditions that are equal to those as set out in the latest Teacher's Pay and Conditions agreement and for support staff, the National Joint Council for Local Government Services Pay Scales.

### Pension Schemes

All staff on starting are contractually enrolled into either the Teachers' Pension or the Local Government Pension Scheme, Avon Pension Fund.

If you are a teacher your pension contribution will vary between 7.4% and 11.7% (depending on salary).

More information is available at: [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

Permanent support staff will join Avon Pension Fund. The scheme is a type of Defined Benefit Scheme, whereby your benefits are guaranteed and accumulate at 1/49th of your annual salary plus inflation. Your contributions vary between 5.5% to 12.5% (depending on salary). We also contribute at around twice your contribution.

Further information is available at: <http://www.avonpensionfund.org.uk/>

### Holiday Entitlement

Teaching staff are entitled to holiday as determined by Teacher's Pay and Conditions.

Support staff receive 25 days, rising to 30 days after five years of service, plus Bank and Public Holidays.

### Childcare Vouchers

You can save money (TAX and NI) on your monthly pay through this salary sacrifice scheme which is available from our provider, BANES.

### Cycle to Work Scheme

You can purchase a bike tax-free over an agreed period through this salary sacrifice scheme.

### IPad

Teachers and other staff where relevant to the role are issued with an iPad, for use in school and at home.

### Discounted Gym Membership

Access to the Community Sports Centre's facilities is available at a discounted membership rate.

## **Sick Pay Scheme**

Teaching staff are entitled to sick pay as determined by Teacher's Pay and Conditions.

Support staff:

- During first year service, one month's full pay and (after four month's service) two month's half pay
- During second year of service, two month's full pay and two month's half pay
- During third year of service, four month's full pay and four month's half pay
- During fourth and fifth years of service, five month's full pay and five month's half pay
- After five years' service, sixth month's full pay and sixth month's half pay

Occupational full pay is inclusive of Statutory Sick Pay (SSP), occupational half pay is added to SSP, and the total payment is capped at normal full pay rate.

## **Maternity Pay Scheme**

Dependant on eligibility:

Teaching staff:

- Weeks 1 – 4 100% of a week's pay (offset by SMP)
- Weeks 5 – 6 90% of a week's pay (offset by SMP)
- Weeks 7 - 18 50% of a week's pay providing this amount when combined with SMP does not exceed your normal pay (in which case you will receive your normal pay)

Support staff:

- Weeks 1-6 90% of a week's pay (offset by SMP)
- Weeks 7-18 50% of a week's pay - providing this amount when combined with SMP does not exceed your normal pay (in which case you will receive your normal pay)

## **Employee Assistance Programme**

A free and confidential 24/7 telephone helpline, offering you and your family access to emergency counselling, advice and information on personal matters such as finance, health and relationships. Where appropriate, a course of six weeks counselling can be also arranged.

## **Occupational Health Service**

With problematic illness, an independent health specialist can provide recommendations on adjustments that can help us support you at work.