

Staff Benefits



Staff Benefits

At NSG, our staff benefits package is built around the voice of *Our People*, what they genuinely value, what would make a difference in their lives, and what enriches our culture and environment.

Our aim is to provide benefits which are competitive, sustainable, and not tokenistic, with continual assessment and comparison to ensure we remain a leading Northamptonshire school to work for.

Our areas of focus

- ⊕ Culture and Environment
 - ⊕ Wellbeing
 - ⊕ Financial
 - ⊕ Work-life Balance
 - ⊕ Professional Development and Talent Management
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Culture and Environment

What *Our People* value:

- ⊕ Positive and professional interactions
- ⊕ Opportunities for staff voice and feedback
- ⊕ Open door culture
- ⊕ Clean and safe working environment
- ⊕ Facilities: Theatre, gym, swimming pool
- ⊕ Teamwork, support, guidance and navigating the unexpected together
- ⊕ Mutual respect and care
- ⊕ Praise and acknowledgement
- ⊕ Commitment to protecting our culture and environment

Alignment with our values:

Respect for Self, Respect for Others

Staff at NSG are expected to demonstrate the highest levels of professionalism and collegiality, with these behaviours demonstrated top-down. We are supportive of one another, respectful of our differences and uniqueness as human beings, and place great value on our continuous opportunities to learn from one another.

Respect for Learning

In the same way we invest in our students, we believe in investing in our staff. We regularly hold coaching and mentoring sessions, offer CPD/qualification opportunities, career development and guidance. For more information please refer to the professional development and talent management section of this document.

Life at NSG for our students

Your work should feel rewarding, so what makes us different? Staff at NSG offer students a holistic school experience, centred on learning and development of the whole person. With a diverse range of innovative, engaging, thought-provoking and inspiring events, talks, extra-curricular and enrichment opportunities, we are a busy school constantly looking to expand our students' minds and both challenge and inspire them.

These are just a few of our favourites:

- + Culture and Identity Day, a beautiful celebration of cultural diversity
- + Y7 Eurovision hosted by Modern Languages
- + Forensic science investigation
- + Careers lunchtime talks held by local and national inspirational powerhouses in career fields
- + Now Dance, our popular dance expo
- + Musicals held in our Spinney theatre, the second largest theatre in Northampton
- + Science tech enrichment classes
- + Student Leadership opportunities to shape the future
- + The Charter for Unity and Equality Council
- + ECO Council
- + Sixth Form Leadership Team
- + Basketball Leadership Academy
- + School Council

Sixth Form employment opportunities

At NSG we are rightly proud of our hardworking and gregarious Sixth Formers, and are lucky enough to have the resources to provide them with employment opportunities in an environment that is known to them and safe.

Safeguarding

With a highly knowledgeable, experienced and trained safeguarding team, our students receive consistently robust protection and pastoral care. We take concerns seriously, act diligently and advocate for our students.

Employee Assist Programme

Access free and confidential counselling, wellbeing resources and a 24/7 emergency line. Health Assured provides caring support to both you and your immediate family so you can give your best in life. You can use the service for:

- + Family issues
- + Medical information
- + Alcohol or drug issues
- + Low mood
- + Consumer issues
- + Financial information
- + Relationship advice
- + Childcare support
- + Domestic abuse
- + Tax information
- + Legal information
- + Housing concerns
- + Stress and anxiety
- + Retirement
- + Bereavement

Counselling

In addition to our EAP service, we are fortunate to also have a fully trained and accredited in-school counsellor. Supervision sessions are available for staff to discuss both personal and work-related matters which may be affecting their wellbeing at work.

Mental health first aiders

Senior leaders and staff across the school site are fully trained as mental health first aiders to support both students and staff.

Keeping healthy

Staff swim is held weekly for staff to safely use our swimming pool for health and exercise. **School gym** is available for staff to use after school, with a range of gym equipment, saving staff the cost of a gym membership!

Financial

NSG remains in a healthy financial position, allowing us to grow and develop our work-force and provision, in a sustainable and targeted manner.

In the past couple of years this has meant:

1

Over-recruitment in teaching subjects, which in turn has reduced workload and ensured subject specialists are on hand to provide cover, as well as freeing our staff up for secondment opportunities

2

Expansion of our administration, health and safety, and governance provision in new exciting roles

Salaries

Our salaries prescribe to the nationally set teachers paycales, and NJC paycale. We regularly review roles and responsibilities to ensure that all our staff are being paid fairly, equitably and competitively in comparison to other local schools.

Enhancements

We offer regular TLR opportunities linked to both the curriculum and whole school development programme. This includes paid school-based research opportunities.

In addition, associate staff are awarded uplifts for increased roles and responsibilities, and we are continuing to explore further opportunities for this.

Staff Referral Scheme

To thank our staff for referring candidates to roles, who are subsequently successfully appointed, **we offer a reward of £500 following completion of probation.** Please see the recruitment referral and incentive scheme for further information.

Plan for retirement with confidence

Teaching Staff: Teacher pensions scheme

As a highly competitive scheme 99% of our teaching staff opt-in to the teachers pensions scheme. It provides them with income for your retirement and they can take part of their pension as a tax-free lump sum when you retire.

For more detail go to: www.teacherpensions.co.uk

Associate Staff: Local Government Pension Scheme

The LGPS is one of the largest pension schemes in the UK. It is a defined benefit pension scheme for associate staff which means their pension is based on their salary and how long they pay into the scheme. Their pension is not affected by how well investments perform. The LGPS provides them with a secure and guaranteed income every year when they retire.

For more detail go to: www.lgpsmember.org

Work-life Balance

Flexible working opportunities

The benefit is real... flexible working and its increase in prominence reflects society's understandable demand for better work-life balance. It can reduce risk of burnout and stress, and support a healthier use of your time, enabling you to meet your family and personal commitments.

In the last couple of years we have seen an increase in flexible working requests, ranging from consolidation of hours, home study periods for CPD, to associate staff flexi-time and more. We have been pleased to approve 95% of flexible working requests to date, and are continuing to work with staff to explore how their time can work for them.

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Our clever method of allocating directed time ensures our teachers are under allocated in directed hours, whilst ensuring our commitments and goals are met as a School.

Meetings are scheduled in advance, with set structures and purposes to ensure your time is being used effectively.

Parent Evenings are held remotely, with the option to attend in School (and be fed) or from the comfort of your home.

We run disaggregated training sessions throughout the year to provide staff with two additional non-working days each year. Associate staff are also given the opportunity to accrue TOIL for this purpose.

Contact

After a long day, or term, everyone deserves to switch off. We ask staff do not send emails or make other forms of work-related communication:

- ⊕ before 7am or after 7pm during the week
- ⊕ at weekends
- ⊕ during breaks (term-time staff only)

The exception to this is communication relating to safeguarding.

TOIL

Our associate staff are passionate about what they do and dedicated to making a difference to our school community. We acknowledge that whilst not the norm or expectation, the nature of working in a school can mean additional time is required outside of normal working hours. Whilst this is rare, it can happen.

The school is committed to acting fairly and with integrity, and runs a TOIL (Time Off In Lieu) system for Associate Staff, ensuring hours are gained back elsewhere at a time which suits them.

Special Leave

Life is for living! We are pleased to offer up to 5 days of paid leave per year for important life events such as moving house, weddings, religious observance or your child's graduation.

We consider a range of requests each year, and give special thought and consideration to balancing the needs of the school with the needs of the individual, and ensuring parity and fairness amongst colleagues.

Admissions Priority

Staff who are currently employed, and have been for XX years, receive admission priority for their dependents.

Professional Development

The Vision

Our core aim is to improve student outcomes and whole school development with teaching and support that is based on the best current known practice. We are committed to professional development that is underpinned by robust evidence and expertise. The best professional development happens through high quality collaboration and expert challenge. We know our staff are experts in their field and are highly skilled practitioners and we aim to continually support this. We also know that powerful professional development results in the best recruitment and retention. The leadership team prioritise professional development that is sustainable and has measurable impact.

Development for *all*

We recognise the importance of what our associate staff do, and the positive and crucial impact they have on our students and school community as a whole.

We have recently launched our tailored associate staff development programme, supporting our incredible support team to continuously grow, develop knowledge and understanding, refine and expand skills, and to progress in their chosen field. Examples include:

- ⊕ HR CIPD qualification
- ⊕ LSA/HLTA qualification
- ⊕ Apprenticeships
- ⊕ Business and Administration NVQ

Professional Development Programmes

All teachers attend the directed Professional Development (PD) programme which is designed to meet the priorities for school improvement, particularly for embedding an outstanding curriculum leading to a sustained trajectory of improved outcomes for all students. This programme is mapped out in the school calendar.

Instructional Coaching

The coaching culture is key to professional development at NSG as a means to unlock each teacher's potential, regardless of career stage and experience, to maximise their own performance. All teachers will engage with instructional coaching. This involves teachers identifying an area for improvement for their teaching practice, facilitated by self-evaluation and non-judgemental, short observations. This will be followed by providing teachers with opportunities to receive feedback and to agree the next steps for improvement. It will also involve a coaching conversation to support other professional targets. The coaching model will be flexible to respond to the level of expertise of the teacher following a continuum from explicit guidance for the 'novice' to questioning to facilitate the 'expert' arriving at their own next steps for improvement.

Training and Courses

The programme of Professional Learning also responds to PD requests identified through the school's Performance Management process, "Professional Review and Professional Improvement" (PRPI). Training requests are met with a combination of quality assured external training provision and training provided by internal expert practitioners. Colleagues wishing to attend training delivered by an external provider that falls outside of the whole school schedule will do so by application. The application form has been included in this handbook and is available online in the shared drive.

Early Career Framework (ECF)

Staff from NSG work in partnership with approved DfE providers of the ECF to deliver training within our own school and across other schools in the county. This means that Early Career Teachers (ECT) from NSG engage in high quality, DfE approved, training programmes, delivered by our internal specialists and external experts.

All ECTs receive support from highly qualified and experienced mentors. The school places enormous importance on the quality of support that it provides mentors in order for them to fulfil the obligations of their role effectively. Leaders provide training and development time, calendared throughout the year to ensure consistency across the school, protecting the statutory entitlements of ECTs in line with the ECF.

National Professional Qualifications (NPQ)

Teachers and leaders at NSG are eligible to receive Department for Education (DfE) scholarship funding for the reformed NPQ courses, and we fully support applications to participate in specialist NPQs or leadership NPQs. We work with delivery partners to ensure that participants receive quality assured training so that they have the knowledge and implementation skills they need to lead on school improvement to great effect.



Leadership Development

Talent management structures across NSG ensure that staff are provided with professional development (PD) to support their development, increasing leadership capacity across the school and generating a constant flow of highly skilled leaders at all levels to meet the needs of the system, at the same time as supporting the career progression of motivated and talented colleagues.

Talent management systems also ensure that staff are equipped with levels of expertise that support the improvement of student outcomes. This evidence informed programme of PD is directly linked to our priorities for school improvement. The structure of the programme combines explicit training with constructive collaboration opportunities led by our highly trained and experienced implementation team. The teaching and learning group builds capacity to facilitate the implementation of school improvement initiatives. These leaders also benefit from training from external agencies, along with training from strategic partnerships with other schools.
