



COMPREHENSIVE INDUCTION

Our orientation programme enables you to meet your colleagues, learn our values and understand your role within the school

WELCOMING YOU



ON-SITE GYM

Discounted membership to the on-site Leisure Focus gym. Fit in a workout before or after work

TIME SAVING

LAPTOPS

All teaching staff are allocated a laptop to ensure they have excellent resources at their fingertips



TEA & COFFEE

Grab a complimentary hot drink to keep you going throughout the day along with discount and Benefit schemes



EXPERT SUPPORT

MONEY SAVING



SPORT/SOCIAL ACTIVITIES

Join the running club, 'Friday Drinks', Xmas party or the annual Twenty20 cricket match at The Oval

NEW FRIENDS



HEADSPACE APP

This FREE app helps you build healthy habits that last a lifetime

BETTER FOCUS

LESS STRESS

HAPPIER THOUGHTS

PENSION

Teachers Pension Scheme

Associate Staff Pension Scheme



HEALTH & WELLBEING

Counselling, Physio, 24/7 GP Service, Nurse Support, Stress Coaching & Surgical Assistance

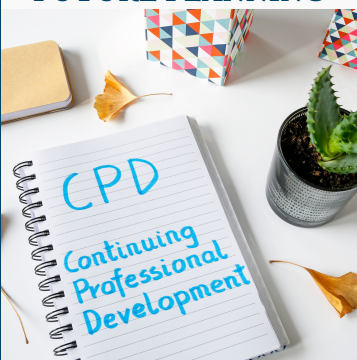


FUTURE PLANNING

CPD

We invest in our staff and offer a comprehensive programme for Continuing Professional Development

**HELPING YOU
ACHIEVE**



PRIORITY ADMISSION

We offer priority admission to staff, subject to the criteria in our Admission Policy

SUPPORTING STAFF

CARE FIRST EAP

Completely free of charge our Employee Assistance Programme is a confidential, independent and impartial source of support

**COUNSELLING,
ADVICE, GUIDANCE**



CYCLE TO WORK

Save up to 32% on the recommended retail price of a bicycle and spread the cost over a 12 month period

BE GREEN GET FIT





CHARTERS

— SCHOOL —

Charters School - Statement on Flexible Working

Introduction

We are committed to attracting and retaining great people to work in our School - we believe our colleagues are our most valuable asset. We recognise the importance of helping our colleagues to balance their work and home life by offering flexible working arrangements and the potential benefits include increasing our colleague retention levels, reducing absenteeism, attracting new talent, promoting work-life balance and reducing stress.

Flexible Working explained

Flexible working is the variation of working hours, times, patterns or location according to individual circumstances.

Ways of working more flexibly include:

- varying the pattern of hours worked (e.g. term-time working, flexible hours, annualised hours);
- changing the number of hours worked (e.g. part-time working, job sharing);
- varying where you work – (e.g. working from home occasionally);
- taking a single break from work (e.g. career breaks, unpaid leave);
- phased return to work following a long-term break – (e.g. maternity leave, career break).

Obviously not every role lends itself to every working pattern, but where flexibility can be introduced it is important to recognise the potential benefits to both the employee and the School.

Flexible working arrangements can enable staff to work in new ways and to achieve an improved balance between the competing demands of work and other life commitments. We recognise there may be alternatives, and that the working pattern that may suit a particular colleague could be unique to them, involving a combination of options.

It is the responsibility of both line managers and colleagues to work together to consider, assess and evaluate any potential business implications of implementing flexible working arrangements.

Our approach when a flexible working request is made

Not all flexible working options will be suitable for each Department, we need to ensure the needs of the students are met, and our operational needs accommodated. We are committed, however, to ensuring that there are no arbitrary barriers. All requests will be considered for flexible working regardless of their age, sex, sexual orientation, race or religion or belief, or whether they have a disability, their level of seniority, their current working pattern, or whether they are employed on a permanent or fixed-term basis. However, there is no automatic right to a change – each application will be considered on its own merits, understanding the particular work involved and any detrimental effect the change could have on individual(s), department(s) or school performance.

Decisions in relation to requests for flexible working will be made in accordance with the applicable legal framework and the School's Flexible Working Policy.