



NOTTINGHAM
HIGH SCHOOL

STAFF WELL-BEING & BENEFITS





STAFF WELL-BEING & BENEFITS

Our staff are our strongest and most important asset and we want to ensure they are valued, supported and rewarded properly for their work at our school. Our approach to staff well-being and benefits is to ensure accessibility and equity for all staff in our range of benefits and facilities and to foster a warm, collaborative and friendly working environment.

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PHYSICAL BENEFITS



Swimming

All staff can access the staff **swimming** sessions for free. The pool is available for staff swimming as follows:

- **Tuesday** 7.15am until 8.15am
- **Thursday** 7.15am until 8.15am
and 4pm until 5pm
- **Saturday** 11am until 1pm
- **Sunday** 11am until 1pm

Gym

Our school **Gym** has state of the art fitness equipment and is free for staff to use subject to availability of equipment during the school day. It is free to use before and after school hours Monday to Friday with exclusive use for staff only on Tuesday and Friday after school.

Staff Sport

There are weekly Friday Footie sessions and other sporting events throughout the year for staff to take part in or organise.



PHYSICAL BENEFITS

Smart Health

Smart Health provides all staff and their immediate families with free, unlimited access to:

- 30 minute appointment with an online GP 24/7/365 either via phone or video call.
- Second medical opinion service.
- Mental health support via the 24/7 GP service.
- Health check through the online questionnaire.
- Nutrition consultations.
- Online fitness programme.



Duke of Edinburgh Award

Duke of Edinburgh Trips are a fantastic opportunity for staff to join in and support our students. Staff from all sections of the school are welcome to get involved with a wide range of opportunities for staff of all abilities from enthusiastic beginners to experienced hikers. You could enjoy easy day hikes in the Peak District with our Y9 Bronze students, leisurely canoe days on the River Soar with our Y10 Silvers, or take on tricky navigation challenges of the remote upland environments of the Cheviot Hills with our Y12 Golds. Staff are always well looked after on DofE weekends away. We try to provide basic indoor accommodation where possible, and always enjoy some social time together in the evenings over a pub dinner, team BBQ or the ever popular “DofE all you can eat takeaway buffet”.

For more experienced and adventurous staff there is support to work towards outdoor qualifications such as Hill & Moorland Leader or Mountain Leader Qualifications.



FINANCIAL BENEFITS

Salary Sacrifice

A **Bike-to-Work scheme** enables the purchase of a bicycle for home to work travel and is available for staff via 'salary sacrifice' arrangements. This enables staff to give up part of their gross salary in return for a non-cash benefit, thereby saving on tax and National Insurance contributions.

Payroll deductions

We have made arrangements to purchase a range of travel cards with Nottingham City Transport and the Tram and individuals then pay directly through payroll from their net pay. School fees can be paid through payroll from net pay.



Lunch

Our great catering team provide a range of free lunch options to staff who work on weekdays during term time and where their working hours allow for a meal break and cover the times of School lunch. Staff can access lunch at the main dining hall or at the Grab n Go counter or from the Sixth Form Brasserie.

There is a free supply of **tea, coffee, juices, fresh fruit and biscuits** in all staff rooms for all staff to access and share during school term times.

Free parking

There are a limited number of parking spaces available across the school site which is available on a first come first served basis. There is also a secure covered space on site for cycles.

The 500 Club

The 500 Club is a private lottery which raises funds for the benefit of Nottingham High School which the Headmaster utilises to support students with trips, visits or other activities where the costs of such activities may prevent them from joining in. The monthly draw is made up of 30% of that month's income so the more members the larger the prizes!



FINANCIAL BENEFITS

Long Service Award

We recognise and value our long serving staff with recognition after 10 years service then a gift of their choice to the value of £250 after 20 years service and then again after 30 years service. Awards are made at the anniversary and recognition and thanks is given at the Xmas or end of year staff social lunch.



Pension

We currently provide access to either the Teachers' Pension Scheme or a Group Pension Scheme for non-teaching staff. Both are excellent schemes and exceed the government's standard for both employer and employee contribution levels.

School Fee Remission

Employees who have children who are eligible to attend the School, and who have satisfied the entry criteria as set out in the school's admissions procedure and awarded a place, may receive fee concessions in accordance with our policy. Fee concessions are granted at the absolute discretion of the Governors and are subject to amendment or withdrawal at not less than one calendar year's notice. Currently the children of employees are educated at half fees. Employees who are part time receive a pro-rata discount.

Life Assurance

Teachers are all covered for life assurance through their membership of the Teachers Pension Scheme. Support staff have life assurance cover through our Group Life Policy which provides peace of mind and a tax-free lump sum pay out to your loved ones in the event of an untimely death, helping relieve money worries at a very difficult time.

EMOTIONAL & WELL-BEING

School Events

All staff are welcome to attend some of the great events run by various departments including Music concerts, drama productions and whole school events such as Founders Day and our annual Art Exhibition.



School Nurse

Our onsite school nurse is available for staff as well as students. She can provide advice, or treatment for minor injuries or basic medication for headaches, hay fever or minor issues.



School Library

Staff can make use of the great Library stock in the main Senior school building which comprises a wide range of fiction both classic and contemporary; non-fiction covering all curriculum areas and of recreation/hobby interest; a large DVD collection with a substantial Foreign Language section; a range of magazines and most daily national newspapers. There are 11 internet linked computers, print and photocopying facilities.

Counselling Support

Our school Counsellor is on site on Wednesday and Thursday and accessible to staff by appointment. In addition, we provide access to Right Steps CBT telephone counselling service when employees need support with stress, anxiety, low mood or depression. Staff are referred on a strictly confidential basis.

Bereavement Counselling

This is a completely confidential service offering bereavement counselling for all staff and their immediate family. It has unlimited access 24/7 and up to four face-to-face or telephone sessions with a qualified counsellor plus access to various support guides to help with grief and loss.

EMOTIONAL & WELL-BEING



Social Events

The school provides financial support to a Christmas party and meal which is available to around 120 staff based on first come first served basis and then again for a Summer Social event. In addition, the end of term lunch is a great opportunity to all have lunch together and say farewell to staff leaving school and to recognise retirements and long service.

CPD and Training and Development

Our Training and Development Policy is as follows:

- to provide an effective induction programme for each individual ensuring an understanding of the school, department and the individual's duties and responsibilities and this will include training/instruction on health and safety, child protection and any legal requirements, such as may arise through the charitable status of the school, associated with his or her job
 - to provide introductory and 'on the job' training to enable new employees to reach the required performance standard
 - to identify the current and future training needs of the individuals and match these to cost effective training programmes
 - to provide training to ensure improvements in skills, knowledge and attitude
 - to encourage and support employees to undertake further studies in the areas which are of benefit to themselves and their role in the school.
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Charity

We have a comprehensive programme of outreach work, including successful partnerships with many state primary schools. Our charitable ethos is also expressed in the many ways in which pupils and staff get involved, for example raising around £14,750 a year for charity across the Senior, Junior and Infant schools. The School also provides means tested bursaries for around 90 pupils.