



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 & 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 exchange scheme.

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.

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.
- Staff Accommodation may be available.

Family Friendly & Flexible Working Arrangements



ENHANCED LEAVE

- Enhanced sickness, maternity, paternity, adoption, dependents, carers, and bereavement leave entitlements.

WORKING HOURS

- Flexible working policy.
- Part-time and Term-time working.
- Flexibility to work from home (only applies to certain roles and with agreement).

INCLUSION

- Life event recognition.
- Disability Confident employer.

Professional Development



CAREER DEVELOPMENT

- INSET and twilight training.
- Career pathways.
- Mentoring or career coaching.
- Full CPD programme.

QUALIFICATIONS

- Early career teacher programme.
- National professional qualifications support.
- Apprenticeships.
- Financial support for professional qualifications.