

# **Benefits**

## **Teaching staff - Pelican School**

Our staff are our strongest asset and we care deeply about rewarding them properly. The successful candidate will enjoy the following benefits package.

### **1. Remuneration**

#### **Salary**

We operate a competitive salary structure, significantly above the maintained school sector rates, with excellent career and financial progression. There is a 13 point main scale enhanced by a system of allowances. Main scale salaries are in the range of £28,448 to £50,067 (for 2018/19); additional allowances, which are detailed below, raise salaries considerably higher. All teachers at The Perse School are employed to set high standards in the classroom which inspire, motivate, challenge and support pupils. In addition, teachers are required to be a class teacher and contribute to the extra-curricular programme when required. These three aspects are fundamental to a teacher's role at The Perse School and embedded in the Service Scale.

#### **Salary Progression**

On the main scale annual progression is available for all full and part-time staff subject to threshold criteria assessment up to and including scale point 10. Thereafter main scale progression is biennial for all full and part-time staff subject to threshold criteria assessment. The Head has the discretion to award service points for relevant experience other than teaching.

#### **Additional allowances**

In addition to the 13 point scale teachers are further remunerated in the following ways:

- Responsibility payments for teachers whose duties include a substantive additional responsibility.
- Teachers undertaking research which will benefit the School may apply for a research award. The research can be academic, pastoral, curricular, extra-curricular or pedagogic in nature. Research Awards are £587 payable upon completion of the research.
- Class Teachers receive an additional form tutor payment of £589 per annum to reflect the extra commitments of this important role.
- Club Pelican is currently paid at £174 per day for the Leader and £126 for a Play Worker.

#### **Pension**

The School offers the national Teachers' Pension Scheme (on behalf of the Department for Education). Both the School and the teacher pay contributions each month. See [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

#### **School Fees**

There is a 50% tuition fee discount for teachers (on a permanent contract and pro rata if part-time) for any child attending one of the three Perse Schools (Pelican, Prep and Upper). School fees can also be part of the salary sacrifice scheme and may be supplemented by a means-tested Bursary award.

#### **Salary sacrifice schemes**

Some benefits are available to staff via 'salary sacrifice' (or salary exchange) arrangements. This enables staff to give up part of their salary in return for a non-cash benefit, thereby saving on tax and National Insurance contributions. Current schemes are: school fees and Cycle-to-Work (enabling the purchase of a cycle).

## **2. Well-being**

### **Hours**

Teachers are entitled to reasonable periods of non-directed time to enable preparation, planning and assessment. The School is an extremely vibrant community as a result of staff giving generously and enthusiastically of their time and energy to the academic and social development of pupils. The Perse School employs talented and committed teachers who share this ethos.

### **Holidays**

The School operates with the usual pattern of holidays at Christmas, Easter and summer and three half term breaks, including an 11 day October half term. The School year starts in the first week of September and usually finishes in the first week of July.

### **Lunch**

This is provided free on weekdays during term time, for those at School whose working hours encompass lunchtime. The meals are prepared daily from fresh ingredients. Coffee, tea and biscuits are available throughout the day in the staff room. We offer a light supper for those staying on for evening events.

### **Fitness suite**

A well-equipped fitness centre, at the Upper site, is available for use by all staff at various times during the week and a full-time fitness instructor is available to develop personalised fitness programmes.

## **3. Travel**

### **Rail travel discount scheme**

The school is a member of the Travel for Cambridgeshire partnership, offering a 10% discount on rail season tickets for travel for work, via Greater Anglia and Great Northern train operators.

## **4. Induction**

Our induction programme is provided by the Deputy Head and includes a visit to the Perse Upper and Prep School. The School supports new teachers by providing extensive feedback through lesson observations, mentoring and supervision.

### **Newly Qualified Teachers**

The School is fully accredited to participate in the ISC NQT Induction Programme in order to provide qualified teacher status. Teachers receive a 10% period remission in their NQT year to facilitate mentor sessions, training and preparation.

## **5. Ongoing professional development**

There is a comprehensive training programme and generous professional development budget, to encourage continuous improvement. Staff are encouraged to undertake research and training that will both develop them and enhance the School's educational provision. There may be opportunities in future for Pelican staff to share and experience educational environments in contrasting settings, including visits to our link schools overseas in China, Singapore, India, USA or Switzerland.

In addition teachers have recently taken part in a variety of training courses focusing on pedagogic and curriculum development, assessment for learning, Early Years practice, voice care and flipped classrooms. The

School provides financial support for staff seeking to undertake external courses of study that are of benefit to the School as well as to member of staff.

### **Appraisal**

Teachers have a regular appraisal that ensures all staff have opportunities to discuss career development and receive detailed feedback on their performance.

### **Career Progression**

Threshold salary progression, comprehensive induction and supportive appraisal has developed a culture of career progression at The Perse. Teachers are encouraged to take on additional responsibility. As a result of the opportunities to gain experience and promotion teachers have successfully developed their careers joining other comparable leading schools. Staff turnover is a healthy balance of teachers staying at The Perse to further their careers and using the School as a springboard to new opportunities.

## **6. Team opportunities**

### **Social Activities**

Staff enjoy a good social life that may include Christmas meals, curry nights and bowling.

### **Charity**

Our charitable ethos is expressed in the many ways in which pupils and staff are involved in raising funds for national and local children's charities.

*HR, March 2019*