

## **Benefits**

### **Teaching staff – Upper 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 form tutor and contribute to the extra-curricular programme. 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. Responsibilities can be recognised both in terms of timetable remission and/or responsibility payments. Responsibility payments are made in units of £304 on a scale that runs from £304 to £18,848 per annum.
- All members of staff who take responsibility at the weekend for pre-authorized sports fixtures or other responsibilities (such as an outdoor pursuits camp, drama rehearsal or music rehearsal) will be eligible to claim a weekend payment allowance of either £94 or £117 per event, depending on the time taken.
- 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.
- Teachers who are form tutors receive an additional payment and timetable remission to reflect the extra commitments of this important role. Tutor payments are either £354, £472 or £589 per annum depending on the number of tutees.
- In recognition of evening commitments, residential trips, out of term time holiday activities, preparation of public exam classes and some market differences, Upper teachers receive an additional school payment of £1,761 per annum as part of their annual salary.
- We make a standard contribution of up to £4,000 (£8,000 for teachers with middle management responsibilities) towards HMRC approved relocation expenses.

### **Pension**

We offer 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. Average full time teacher contact time is 31/40 periods a week (of 40 minutes each), with remission available for particular responsibilities. Teachers who are Form Tutors receive 2 periods of remission a week, so their contact teaching time is usually 29/40 periods a week, which is a combination of academic lessons, where appropriate teaching PSHE and Well-being classes, taking enrichment activities and contributing to the games programme. 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. We employ 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; there are three hot choices, including one vegetarian, an extensive and varied salad bar, a hot pudding and a selection of cold desserts and fruit. Light options include an assortment of sandwiches, rolls and wraps, jacket potatoes and a homemade soup with fresh bread. Coffee and a selection of teas are available throughout the day in the staff common room. We offer a light supper for those staying on for evening events.

### **Fitness suite**

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

## **3. Travel**

### **Car parking & Cycle sheds**

On-site parking is available at the Upper and Prep schools. There is also secure covered space on site for cycles.

### **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**

A comprehensive induction programme is led by the Director of Teacher Induction, with sessions running throughout the year for all new joiners. The School supports new teachers by providing extensive feedback through lesson observations, mentoring and supervision. In addition to a new staff induction day in August, training sessions focus on the Perse lesson, tutoring, report writing, meeting parents, ICT, work-life balance, student shadowing, action research projects and career progression.

### **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.

### **Applicants new to teaching**

Applicants without formal teaching qualifications or experience will be considered for a teaching position. The Perse has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications. Some teachers have taken advantage of the School's commitment to training and undertaken a Post Graduate Certificate in Education and achieved qualified teacher status whilst working at the School.

## **5. Ongoing professional development**

Thereafter we offer 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. We encourage teachers to be creative with their training needs and as part of our developing relationship with a wide range of overseas schools we have been able to send teachers to learn from similar high achieving schools in China, Singapore, India, USA and Switzerland. As member of the SAGE Alliance we actively encourage teachers to share and experience educational environments in contrasting settings.

Examples of recent training courses undertaken include pedagogic and curriculum change, first aid, voice care, flipped classrooms, sports coaching, and canoeing. We provide 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. In recent years this has taken the form of teachers achieving a Post Graduate Certificate in Education, a Masters in Education, the National Professional Qualification in Leadership, a Level 3 Netball Coaching Award and the International Mountain Leader Award.

### **Appraisal**

Teachers have a formal appraisal once every two years, alongside regular mentoring and professional development meetings with their Line Manger. The biennial programme ensures all staff have regular 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 and there are significant opportunities for promotion. For example the Head of Sixth Form, began his career as an NQT, progressed to Head of Department and now oversees our Sixth Form. Internal promotions to progress to Head

of Year, Head of House, the UCAS team, alongside more senior promotions to Head of Section, Director and Deputy Head level, have been a feature of the School's confidence in its teaching staff.

As a result of the opportunities to gain experience and promotion teachers have successfully developed their careers joining other comparable leading schools. Recent successful applications have seen teachers leave The Perse to take on Head of Department, Deputy Head and Headship roles elsewhere. 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**

### **International**

The Perse has links with leading schools around the world and provides opportunities for teachers to share best practice and participate in short exchanges. We are also proud of our links with Christel House schools and staff are able to spend time working alongside teachers in some very underprivileged communities.

### **Social Activities**

Opportunities to enjoy social activities are numerous and include a weekly Friday night gathering at 'Pub of the Week' as well as opportunities to play cricket, five a side football, netball and mixed touch rugby in local evening leagues, or to join colleagues singing in the Friends of the Perse Choir. A team of staff run in the Cambridge half marathon and an energetic crew race in the dragon boat challenge on the River Cam.

### **Charity**

We have a comprehensive programme of outreach work, including successful partnerships with 17 state primary schools. Our charitable ethos is also expressed in the many ways in which pupils and staff get involved, for example raising around £50,000 a year for charity across the Upper, Prep and Pelican schools. The School also provides means tested bursaries for around 110 pupils.

*HR, March 2019*