

The Perse School – Teaching Staff Salary Scale and Employment Benefits

The Perse School's salary year normally runs from 1st September to 31st August. The Perse Salary Scale is set significantly above the maintained sector to recognise the high levels of commitment required of all staff and the contribution they make to School life. Teachers at The Perse School are required to be involved in the pastoral life of the school, for example as a form tutor and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the School and are embedded in our core values.

Membership of the Aviva Pension Trust for Independent Schools (APTIS) is offered to those members of staff on a teaching contract. New teachers joining the school from September 2024 will be auto-enrolled into APTIS. APTIS is a Defined Contribution (DC) scheme. Contributions are paid into the scheme by both the School and the employee and are invested by the provider (Aviva) on your behalf. The benefits at retirement are based on the amount accumulated within the plan by the time you choose to receive your pension benefits and this, in turn, is determined by the amount of contributions paid in and the investment returns achieved.

The School will contribute up to a maximum of 23.68% of your pensionable salary into the APTIS pension scheme and a Death In Service scheme (life assurance policy, that would pay out a lump sum of three times your salary if you die whilst you are employed by the School). This is reflected in the table below as the 'APTIS max' which is an indicative 'basic gross salary' at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out. In addition, teachers receive a school payment/class teacher allowance and where relevant to the role, additional responsibility allowances.

Teachers can opt to change their employer contribution rate into APTIS, subject to a minimum of 13.75%, with the difference taken as a 'non-pensionable income supplement' (which equates to additional salary). This is reflected in the table as the 'APTIS min' which is an indicative basic gross salary at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out.

Service Scale from September 2024:

| Scale Point | In Year | Salary £ | |
|-------------|---------|-----------|-----------|
| | | APTIS max | APTIS min |
| S1 | 1 | £35,923 | £39,062 |
| S2 | 2 | £37,977 | £41,316 |
| S3 | 3 | £40,758 | £44,320 |
| Threshold 1 | | | |
| S4 | 4 | £43,359 | £47,147 |
| S5 | 5 | £46,722 | £50,804 |
| S6 | 6 | £50,345 | £54,743 |
| S7 | 7 | £53,288 | £57,944 |
| Threshold 2 | | | |
| S8 | 8 | £54,564 | £59,331 |
| S9 | 9 | £56,470 | £61,405 |
| S10* | 10 | £57,572 | £62,603 |
| Threshold 3 | | | |
| S11* | 12 | £59,025 | £64,183 |
| S12* | 14 | £60,299 | £65,567 |
| S13* | 16 | £62,041 | £67,462 |

*There is annual progression for a full time and part-time teacher subject to threshold criteria assessment up to and including point 10. Thereafter the service scale is biennial for a full and part-time teacher subject to threshold criteria assessment.

In addition to the basic Scale Point, teachers' salaries at The Perse School are made up of a combination of School Payment Allowance (Upper and Prep only) or Pelican Class teacher Allowance and Responsibility Allowances (if allocated).

| SCHOOL PAYMENT | | Salary £ | Salary £ |
|---------------------------------|-----|-----------|-----------|
| | | APTIS max | APTIS min |
| Upper School Payment | | £2,833 | £3,080 |
| Prep School Payment | | £1,391 | £1,279 |
| Pelican Class Teacher Allowance | | £731 | £795 |
| | | | |
| | | | |
| RESPONSIBILITY ALLOWANCES | RAs | APTIS max | APTIS min |
| All Schools | 1 | £377 | £409 |
| Combined maximum (62) | 62 | £23,374 | £25,358 |
| Single role maximum (52) | 52 | £19,604 | £21,268 |

School Payment: in recognition of evening commitments, residential trips, non-term time holiday activities, preparation of public exam classes and some market differences the additional payment is made to all Prep and Upper teaching staff.

The **Pelican Class Teacher Allowance** reflects the unique role of class teachers at The Pelican who have responsibility for both pastoral care and the significant majority of subject teaching. The Pelican class teacher effectively has sole academic and pastoral responsibility for all the pupils in their form.

Responsibility: can be recognised both in terms of timetable remission and/or responsibility payments. Responsibility payments are made to teachers whose duties include a substantive additional responsibility that is not required of all teachers.

Weekend Payments: staff who take responsibility for a team fixture or other preauthorised responsibility (drama rehearsal, outdoor pursuits activity) on a weekend in term time can claim a non-pensionable Weekend Payment, termly in arrears at either a standard £118 or enhanced rate £145, per fixture/activity.

Other benefits:

- Teachers undertaking research which will benefit the school may apply for a non-pensionable research award valued at £730.
- Excellent professional development opportunities and access to funding on a range of qualifications which include, PGCE, Masters level and Leadership qualifications.
- Ability to get involved with a range of extra-curricular activities and exciting trips including outdoor pursuits.
- School tuition fee remission of 50% for children to the junior or senior school (subject to passing admission test requirements). Fee remission does not apply to additional activities such as early / late stay, summer schools, trips etc.
- Free lunch in the dining room during term-time and tea and coffee in the staff room.
- Access to sports facilities including a gym and new swimming pool opening in September 2024, during defined periods.
- Opportunity to join in with social activities organised by the School's Social Committee.
- Generous sick leave and parental leave pay above the statutory requirements.

- Assistance with relocation costs where permitted under the School's Relocation Policy.
- Parking on site and Cycle to Work scheme also available.