



John Colet School

Benefits for Staff

The Governing Body have put together the following benefits' package. As with any such package, it is subject to change.

1	Award for service to the School (for Teachers only as Support Staff have the Bucks Pay contractual awards which are covered under TUPE)	<p>We will offer a £100 bonus payment after working for 10 consecutive years (pre and post Academy) at John Colet.</p> <p>We will offer a gift to the value of £300 after working for a total of 25 years within BCC schools with at least 15 years being continuous service (pre and post Academy) at John Colet.</p>
2	Award for service to School for Bucks pay support staff (not for teachers)	<p>10 years' service is £100 15 years' service is £150 25 years' service is a gift to the value of £300</p>
3	Pension	<p>Teaching staff</p> <p>16.48% employers' contribution to pension</p> <p>Death in Service grant - In the event of you dying whilst in service your nominated beneficiary would receive 3x your annual salary as a one off lump sum.</p> <p>Support staff</p> <p>22.8% employers' contribution to pension</p> <p>Lump sum payments options - You are currently able to take up to 25% of your 'Pension Pot' as a tax-free lump sum at retirement.</p> <p>Lump Sum death grant - If you were to die whilst in active employment a death grant of three times your pensionable pay will be paid out as a lump sum to your nominated beneficiary/beneficiaries</p>
4	Cycle scheme – discounted purchase of bikes (tax & NI free) & interest free loan via salary sacrifice scheme	This is a national salary sacrifice scheme. The Government's Cycle to Work Scheme promotes cycling to work through tax incentives to offer savings on the cost of a new bike and/or safety accessories.
5	Employee Assistance Programme	This is a confidential service to provide advice and support to all staff and their families.
6	Childcare vouchers	<p>This is a Government approved, tax-efficient way of paying for registered childcare (including holiday clubs) for children up to the age of 16.</p> <p>If you join the scheme you can exchange up to £243 a month of your gross salary for childcare vouchers.</p>

7	Costco membership	Any public sector worker is entitled to Costco membership on production of a payslip.
8	Lunch provided on three Inset training days throughout the year	
9	Governors contribute towards the Christmas and end of year staff dos.	This is organised by our active Staffroom Association
10	CPD opportunities	Provided each year linked to the school action plan or own development needs identified in appraisal and meeting the needs of the school.
11	Staff buddy	This is organised by our active Staffroom Association for all new staff members.
12	Contribution towards glasses when Display Screen Equipment risk assessment shows needed for work	
13	Personal Protection Equipment (PPE)	For staff deemed to require PPE
14	Uniform	Site team uniform P.E. staff uniform
15	Spirit Health Club Gym Membership	Corporate Membership for Gym membership at the Spirit Health Club, Holiday Inn Weston Turville. Up to 20% off memberships.

