

Employee Benefits

"...do not merely look out for your own personal interests, but also for the interests of others" Philippians 2:4

St. Paul's Catholic School prides itself as an employer of choice. We are a unique organisation which embeds our Christian values in our colleagues and pupils.



Financial

- **Teacher Pension (TPS):** Automatic enrolment, tiered contribution scheme with defined benefits. The employers contribution is currently 28.6%
- **Local Government Pension:** Automatic enrolment, tiered contribution scheme with defined benefits. The employers contribution is 20.1%
- **Incremental Pay Progression for Support Staff:** Increments provided subject to satisfactory performance
- **Living Wage Foundation:** St. Paul's has been committed to this voluntary payment scheme since 2013, paying above the national living wage
- **Life Assurance Scheme:** Death in Service benefit if enrolled in TPS or LGPS pension schemes
- **Blue Light Card:** Employee's are eligible to apply for a Blue Light Card, a discount service available to members of the teaching community



Health & Wellbeing

- **On-Site Medical Professional:** Each employee has access to an on-site health & medical professionals
- **24hr Health & Medical Information Service:** An external provision offered via the School's insurance provider
- **On-Site Counsellor:** St. Paul's employs a Level 4 Counsellor to support our staff and pupils
- **Menopause Cafe:** Facilitated gathering for colleagues experiencing, living with or heading into Menopause to share experiences and support
- **Staff Football, Golf & Fitness:** School staff colleagues co-ordinate periodic staff football, golf and fitness activities
- **Refreshments:** All departments have access to a supply of tea, coffee and milk as well as facilities to prepare hot drinks and access to cold water
- **Welfare Meetings:** These are provided in response to specific medical situations or as requested by staff members to uphold our duty of care
- **Family Friendly Policies:** A full range of family friendly policies including enhanced maternity, adoption and paternity support
- **Prayer Garden:** A tranquil location for staff to access for moments or prayer and reflection



Work based

- **On-Site Payroll:** Our in house payroll provision enables each member of staff to have full access to payroll support for any queries
- **Payroll Portal:** Direct on-line access to your payroll documentation, accesible 24 hours a day
- **Low rent accomodation:** Short term rental opprtunities for teachers and support staff in Milton Keynes. Terms and conditions apply
- **Eye Care Voucher:** We offer a set value voucher which provides an eye test and a contribution towards glasses. Terms and conditions apply
- **Work Station Assessments:** These are undertaken by our senior health & medical professional
- **Car Parking:** On-site free parking to all staff, plus dedicated disabled parking spaces and safe storage and staff showers for cyclists
- **Increased Holiday Entitlement / Pay:** Support staff are given an extra 4 days holiday entitlement or pay after 5 years service
- **Continous Professional Development (CPD):** Job related training opportunities can be requested alongside an annual cycle of in-house CPD
- **Enhanced Qualification Support:** All staff can apply for financial support or paid study time to undertake job-related courses. T&C's apply
- **Notes of Appreciation:** Any staff member can award a colleague a 'note of appreciation' to thank them for their support
- **Teacher Loadings:** We aim to ensure teacher loadings are maintained at 30/36 and directed time is less that 1265
- **Associate Leadership:** Each aademic year we offer any member of staff to apply to become an Associate Leadership Group member
- **20 Years' Service:** A formal recognition of long term service is awarded through vouchers for those who are employed for 20 years' at St. Paul's



Social

- **Termly Staff Lunches:** A staff lunch is provided each term to thank all our employees
- **Staff Committee:** The staff body organise a number of enjoyable events open to all colleagues throughout the year
- **Family Time:** All staff are supported to attend key family events such as nativity plays and graduations through our 'pay back' / TOIL systems
- **You've Been 'Mugged':** A staff led anonymous appreciation 'gift' to remind colleagues how much they are appreciated at work
- **Recommend a Friend:** £250 for any colleague who recommends a friend to apply and is successfully recruited. Terms and conditions apply