

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 Planning

- **Teacher Pension (TPS):** Automatic Enrolment; Sliding Scale Contribution; On average 23.6% is paid by St. Paul's into your pension
- **Local Government Pension:** Automatic Enrolment for support staff; On average 18.8% is paid by St. Paul's into your pension
- **Incremental Pay Progression for Support Staff:** Several years of annual increments in April, subject to satisfactory performance
- **Annual Cost of Living:** All staff have benefited from a 1% annual increase in their salary, even though this has not always been agreed nationally
- **Living Wage Foundation:** St. Paul's has been committed to this voluntary payment scheme since 2013, paying above the national expected wage
- **Life Assurance Scheme:** Death in Service benefit if enrolled in TPS or LGPS pension schemes

Health & Well-Being

- **On-Site Medical Professional:** Each employee has access to an on-site medical professional via our Registered General Nurse
- **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
- **Staff Football & Fitness:** School staff colleagues co-ordinate staff football and fitness activities
- **Wellbeing Claseses:** Access to external well-being classes after school and held on school premises
- **Refreshments:** All departments are provided with 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

Work Based Support

- **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
- **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 medical professional and available to all colleagues who may benefit from this support
- **Free Car Park:** Conveniently located, on-site free parking to all staff
- **Increased Holiday Entitlement / Pay:** Support staff are given an extra 4 days holiday entitlement or pay after 5 years of continuous service
- **Qualification Support:** All staff can apply for financial support or paid study time to undertake job-related courses. Terms and conditions 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 Scheme:** We offer £250 to any colleague who recommends a friend to apply and is successfully recruited onto our staff roll

Further information on St. Paul's Employee Benefits can be provided upon request