

## 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:** Automatic Enrolment; Sliding Scale Contribution; On average 16% is paid by St. Paul's into your pension
- **Local Government Pension:** Automatic Enrolment for support staff; On average 19.7% is paid by St. Paul's into your pension
- **Incremental Ranges for Support Staff:** Up to six 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

### Health & Well-Being

- **Free Yoga Classes:** St. Paul's pays for yoga classes after school each week for all its' employees
- **On-Site Medical Professional:** Each employee has access to an on-site medical professional via our Registered General Nurse
- **On-Site Counsellor:** St. Paul's employs a Level 4 Counsellor to support our staff and pupils
- **Staff Football:** The school subsidises the hire costs of an external facility to support staff football
- **Pilates:** Weekly Pilates classes are held on site and subsidised by the school for staff to attend

### 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
- **Contribution to Glasses:** We contribute to the cost of new glasses for colleagues. 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
- **Teacher Loadings:** Manageable teacher loading in comparison to some other local schools. Less than 1265 directed time allocations each year
- **Bespoke Training:** We develop bespoke training programmes to support career progression and enable succession planning in school

### Social

- **Termly Staff Lunches:** Our on-site catering department provide a staff lunch each term to thank all our employees
- **Recommend a Friend:** Employees receive £250 when successfully recommending a friend to apply for a vacancy (T&C's Apply)
- **Staff Committee:** The staff body organise a number of enjoyable events open to all colleagues throughout the year

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