

# Employee Benefits

The following are on offer as part of your employment with the Foundation. For further information on anything detailed here, please speak to the Human Resources Team.

## Foundation Benefits:

**Pension scheme** – We offer competitive employer contribution rates for all staff

**Discounted school fees for permanent staff**, with the option to spread payments over 12 months from your pay

**Enhanced holiday entitlements**

**On-site gym and swimming pool**

**Free lunch in term time**

**Enhanced Maternity and Adoption Pay** - see the policies on the Extranet under Foundation Policies, Personnel Policies

**Enhanced sick pay arrangements** – this is detailed within the Absence Management Policy, also to be found on the Extranet

**Annualised Pay** – allowing for easy home budgeting

**Free staff room refreshments**

**Employee Assistance Programme** – offering a health, wellbeing and counselling service for staff and their families

**Tai chi, yoga and art classes** – these are advertised throughout the school year

**Winter car lights & tyres test** – organised by the Transport Team each January

**Massages** – these are arranged on an ad-hoc basis throughout the school year

**Internet and e-mail access at work** (subject to appropriate use in accordance with the school policies)

**Free parking** (although this is subject to possible legislative change in the future)

**Free library services** – including holiday book loans

## External Providers:

**Discounted membership at the Box gym** (see flyers on the school noticeboards)

**Health Care** – access to reduced rates

## HMRC:

### Cycle to Work scheme

This scheme is offered on a salary sacrifice basis, allowing staff benefit from reduced tax and NI payments.

