



King's
1502



STAFF BENEFITS at King's



CONTENTS

Our site	3
Catering	3
Sports Facilities & Activities	4
Medical Matters	5
Wellbeing	6
Social Events and Extra-Curricular Activities	7
Continuing Professional Development	8
School Library	9
Pension Scheme	9
School Fees Discount	9
IT support	10
Charity	10

Our SITE

We are fortunate that our campus offers a beautiful rural location and extensive grounds in which to walk, sit, run, eat lunch and benefit from the natural environment.



Picnic tables are located around the 80-acre site to facilitate opportunities to make the most of our site and our beautiful woodland outdoor learning area offers a peaceful oasis and the chance of sighting birds of prey and other wildlife when crossing the bridge over Dumber Wood between the Sports Centre and the main school buildings.

We also offer free on-site parking for staff as well as the chance to plug electric cars in to re-charge during the day.

CATERING

We offer a free lunch for staff every day during term time in our airy and spacious refectory. There are daily hot and cold options as well as the chance to grab a sandwich and head off to an activity should you need to. At break, hot drinks, fresh fruit and biscuits are also provided for staff free of charge. Our catering team also keep the staff rooms and kitchens topped up with coffee, tea and milk for refreshments during the day.



Sports Facilities & ACTIVITIES

All staff and their families can be members of our Sports Centre at a heavily discounted membership fee (currently £5 a month).

This membership gives regular access to the swimming pool, changing facilities, gym, yoga and so on as well as to other events when offered such as staff self-defence training.

The Sports Centre staff allocate staff-only times for swim and gym use but the facilities can also be used at times when they are open to the public if preferred.

A full induction by the sports staff is essential before the facilities are used.

Informal sports such as staff v pupil football, staff running club and squash tournaments also take place regularly.



Medical MATTERS

Our fully qualified school nurses are on-site daily and offer support to staff as well as pupils in their dedicated Medical Room.

Colleagues can opt to have a free flu jab on site in the Autumn term and our nurses can also advise on medical matters that may crop up during the school day.

The nurses stock pain relief and dressing/ bandages as well as other essential medical supplies which colleagues may find useful at times.

The school can also make referrals to Occupational Health should the need arise.

Individual risk assessments are carried out for colleagues who have a specific need.



Wellbeing

MENTAL HEALTH & EAP

We recognise that we all need to support our mental health.



We offer staff Mindfulness training, delivered on site and for free by qualified colleagues.

Staff yoga, again offered by qualified colleagues, is also available on taking out a Sports Centre membership.

In addition, we offer all staff access to our **Employee Assistance Programme (EAP)** which is delivered for us by

an external agency and offers total confidentiality to colleagues across a wide range of issues 24 hours a day, every day of the year. The programme can be accessed via the EAP details shown below:



This service offers quick, professional and confidential counselling as well as advice on a wide range of issues including addiction, housing, elder care, finance, debt, family issues and so on.

Details of how to access this service are displayed on staff notice boards and in the Wellbeing area on our shared drive.

Our on-site nurses are also very happy to advise on mental health issues as are our team of Mental Health First Aid trained staff.

The Senior Teacher takes a lead on Staff Welfare and works closely with the Human Resources Manager. They are always happy to be contacted should any support be needed.

Social Events & EXTRA-CURRICULAR ACTIVITIES

Our Staff Wellbeing Committee has a budget specifically set aside for social events and feel-good activities and initiatives.

Activities include termly whole-staff celebrations such as the annual Christmas Lunch and weekly 'Shout-Outs' and gifts in staff briefings to celebrate excellent work.

From time to time, additional treats such as bespoke brownies are on offer and activities such as Secret Santa and Easter Bunny help create moments to relax and spend time with colleagues outside the busy working day.

A member of SMT (the Senior Teacher) is responsible for the overview of Staff Welfare and they work closely with our Human Resources Manager to promote staff wellbeing.

Colleagues are also encouraged to join in with the extra-curricular life of the school and there are



countless opportunities to gain new skills whilst interacting with staff and pupils outside the classroom. This includes opportunities such as sailing, climbing and outdoor activities, overseas trips, diving, Duke of Edinburgh, drama and dance, writing workshops, book group, gallery trips, theatre trips and so on. All members of

staff are members of a school House and are encouraged to get involved in a huge range of fun activities whilst winning points for their house.

All staff are invited to attend school events such as concerts, carol services, plays and musicals and our annual art exhibitions.

Continuing Professional DEVELOPMENT

At King's we are always seeking to improve what we offer as a school and to develop our skills as a staff body.



We run a comprehensive CPD programme which includes whole staff training and access to courses and inset to meet individual developmental targets.

We also operate an annual developmental review system, which is driven by self-review and supports colleagues to make progress in their role each year.

A growing library of books about teaching is available to borrow from the Senior School staffroom.

Colleagues are offered many opportunities to be members of professional learning communities such as the Teaching and Learning Group as well as the chance to apply for funded King's Research Awards.

Our programme includes sessions delivered by visiting speakers on educational and wellbeing topics alongside sessions delivered by our own staff, sharing expertise and good practice.

We are also a regional centre for Early Career Teachers and work with IsTip to support and develop those new to teaching.

Colleagues who are new to the school benefit from an induction programme before the start of the year and mentoring during the first year.



School Library

All staff are invited to make use of the fantastic Alan Cooper library which houses a wide range of fiction, non-fiction and magazines as well as curating our on-line resources. Our expert librarians are always happy to make recommendations or order in new stock to support teachers.

Pension Scheme

Teaching staff are enrolled in the TPA and support staff are enrolled in a private pension. Both have death in service benefits and attract employer contributions.

Pension advisers visit site from time to time to update colleagues on pension arrangements and personal advice can be sought as needed via the providers.

School Fees Discount

Many members of staff across a wide range of roles send their children to King's. All permanent members of staff are entitled to a fee discount of 50% for pupils from the Juniors through to Sixth Form. The discount is available for permanent part-time staff and is pro-rata according to their percentage hours. Staff are also entitled to a 50% discount when their children attend the Summer Activities Camp.

IT SUPPORT

At King's we have a dedicated team of highly skilled IT professionals who ensure that IT systems operate efficiently and that all staff can access school systems whether on or off site.



We have invested significantly in the latest technology and all classrooms are equipped with smart boards.

Teachers in the Senior School are issued with laptops for school use and to link to the Smart boards. In the Infant and Junior Division, teachers have a desktop computer in their classrooms, again linked to the Smartboard. Sixth Form pupils bring their own devices to school to use in lessons and an increasing number of teachers choose to operate via

OneNote, using a paperless system where appropriate to the age of the children. A programme to roll out the wider use of devices in the senior school is underway.

Our 'Follow Me' printing and copying system makes it easy to print and copy in a wide range of locations around the site.

Charity

The benefits of being involved in charity work and volunteering are widely known and it is an important part of our work at King's. Colleagues are able to contribute to a huge range of charitable work to support our local communities as well as getting involved in national and international charity work.





The King's School in Macclesfield

Alderley Road, Prestbury, Cheshire SK10 4SP

t: 01625 260000 | e: mail@kingsmac.co.uk | www.kingsmac.co.uk

 www.facebook.com/kingsinmacc  [@kingsmac](https://twitter.com/kingsmac)

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