

Employee Benefits

- **Competitive pay structure:** Pay progression is clear and all staff are eligible to move through their pay band towards the grade maximum through annual pay reviews, subject to satisfactory performance and affordability.
- **Pensions:** Teachers are entered into the Teachers' Pension Scheme (TPS). Employee contribution is based on individuals' earnings, and this changes each April (read more [here](#)). United Learning contributes 23.6% monthly. Educational Support Staff are entered into a workplace pension with Legal and General (L&G). Employees contribute 3% towards their pensions monthly, and United Learning contributes 5%. Life Cover is also available to all staff who are signed up to the L&G and TPS pensions.
- An extensive and generous **CPD programme** to ensure career growth and progression, including a comprehensive whole-school and individual internal INSET offering, external courses and a structured coaching and mentoring scheme.
- **Annual Leave:** The teaching year is between 36 and 37 weeks for teachers at Surbiton High School. Educational Support Staff receive 25 days of annual leave. This is pro-rata for part-time staff.
- **Perkbox:** Our benefits platform offers 250 exclusive employee discounts, all through their easy-to-access website and mobile app. Perkbox features a huge range of perks, including discounted coffee, cinema tickets and holidays, money off restaurant bills, savings on grocery shopping, discounted gym memberships, technology and retail shopping. Perkbox also offers salary sacrifice schemes such as Cycle to Work.
- **Your Well-being:** We have staff well-being as a core strand of our whole-school strategy. We have a Charter for Well-being and a dedicated Staff Well-being Coordinator. Our well-being initiatives include:
 - Complimentary weekly staff yoga classes
 - Use of the School Gym 'Fitness Suite'
 - An Employee Assistance Programme with access to free and confidential counselling, plus a 24/7 helpline support ranging from bereavement, relationships advice, work/life balance to tax, financial and legal assistance
 - Access to our team of School Counsellors
 - Being supportive of flexible, remote and part-time working
 - Enhanced maternity pay and a supportive company sick pay policy.
- Salaried staff are awarded a four-week long paid **sabbatical** after 10 years' continuous service
- **Complimentary lunch** in our School Dining Room during term time
- **Sixth Form on-site café** which has great coffee and food at discounted prices.
- **A variety of staff social activities and staff parties throughout the course of the year**
We hold an annual Staff Christmas Party and an End-of-Year Staff Party. Members of staff run our Staff Choir, Lit Soc, Cheese and Wine Club, Dog-walking Club and also organise an annual staff short trip abroad.
- **School Fee Discount:** United Learning offers a discount on fees for permanent members of staff with children who attend Surbiton High School, or any other school within the United Learning group. The discount is 33.3% for the first child, and 50% for any further children. This is pro-rata for part-time staff.
- **Breakfast and After School Clubs:** These run from 7.30am to 8.25am and 3.00pm to 6.00pm each weekday, and are subsidised for all Surbiton High School staff with children at Surbiton High Boys' and Girls' Preparatory Schools. The After School Club is divided into two sessions (3.00pm to 4.00pm and 4.00pm to 6.00pm). The 3:00pm – 4:00pm session is free for staff. Breakfast Club and the second After School Club session have a 50% discount applied. There is also a one-off registration fee.
- Discounted on-site **holiday clubs** for school-aged children of Surbiton High School employees.
- **Discounts** for Surbiton High School staff at local shops and cafés.
- Staff are welcome to borrow material from the School **libraries**.
- **Facilities** and **venue hire** at discounted rates for parties and events.

