



SURBITON

HIGH SCHOOL

# LOOKING AFTER YOUR WORKPLACE WELL-BEING

**Your all-round well-being is our priority.  
Here's an overview of our overall benefits offer**

## Your Career



- Competitive pay structure
- Small class sizes, autonomy, and a flexible curriculum
- 36-37 week academic year for Teaching Staff and an enhanced annual leave entitlement for Educational Support Staff
- Workplace Pension (Legal and General for ESS/TPS for Teaching Staff)
- Wide range of internal CPD training
- Paid for external CPD training
- Flexible working where possible
- Four week paid sabbatical after 10 years' continuous service
- Enhanced maternity pay and a supportive sick pay policy
- Opportunity to take on responsibilities to broaden your skills and experience, and support the wider School

## Financial Support



- Perkbox discounts via the United Learning Hub
- Personalised financial and legal advice via the CiC Employee Assistance Programme
- Free support on everyday matters e.g. debt and financial management, family care, landlord disputes, welfare and benefit, for you and your family members, via the CiC Employee Assistance Programme
- Cycle to work scheme
- Discount on fees for salaried staff with children who attend any of the Schools within the United Learning Group
- Discounted on-site holiday clubs
- Facilities and venue hire at discounted rates for parties and events





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## Your Physical Well-being



- Free healthy lunch during term time
- Free access to the school gym 'Fitness Suite'
- Free weekly staff yoga
- Staff running club
- Free annual flu jab
- Free on-site massage
- £70 contribution towards an eye test/glasses on prescription
- Numerous discounts via Perkbox
- Discounted membership at a number of local gyms, physio practices, pilates and yoga studios

## Your Emotional & Social Well-being



- Access to up to six free counselling sessions in a rolling twelve-month period through the CiC Employee Assistance Programme
- Support and signposting to services via the School Counsellor (Debbie Shepherd)
- Opportunity to take part in many staff-led activities such as Stitch n' Natter Club, Lit. Society, Staff Choir, Grade-Oneathon, Art History Community Classroom, Dog Walking Club, Community Garden
- Buddy System for new staff
- Summer and Christmas Staff parties and end-of-term drinks
- Wide range of Perkbox discounts and access to the Perkbox well-being hub
- Access to materials in the school libraries
- Discounts at local cafés and pubs
- Menopause Support Group and guest speakers
- Staff Bible Study and Parents' Prayer Meeting
- Regular staff well-being newsletter

