



Employee benefits at Canbury School

Salaries	<p>Salaries are regularly benchmarked to ensure they are fair and competitive</p> <p>The School has its own salary scales which exceed salaries in the maintained sector</p>
Pension	<p>Teachers 15% employer contribution Teachers able to take up to 5% of this employer contribution as an additional non-pensionable salary</p> <p>Support staff 3% employer contribution (5% from September 2024)</p>
Death in Service	All staff 3 x basic annual salary
Income Replacement Insurance	50% of basic annual salary for up to 3 years (teachers only)
Health & Wellbeing	<p>Healthcare Cashplan scheme Employees are reimbursed for the cost of looking after themselves and routine healthcare costs, including:</p> <ul style="list-style-type: none"> ● Routine dental treatments ● Dental accident and injury ● Optical ● Specialist consultants, diagnostic tests & scans ● Complementary therapies – physiotherapy, acupuncture, osteopathy, chiropractic treatments ● Alternative therapies – reflexology, reiki, Indian head massage, Bowen & Alexander techniques, homeopathy, allergy testing and hypnotherapy ● Chiropody ● Prescriptions, inoculations and flu jabs ● Health screening <p>(Staff members' children under 16 included in the plan)</p> <p>Free eye tests</p> <p>Free flu vaccinations</p>

	<p>Employee Assistance Programme:</p> <ul style="list-style-type: none"> • 24 hr Confidential Health & Medical Information Service • 24 hr Counselling Helpline Service
Good transport links	<p>Close to Norbiton Station</p> <p>Well served by K3 and 85 bus routes</p> <p>Free parking on surrounding roads</p> <p>Cycle to Work scheme providing savings on bikes and accessories</p> <p>Secure bike storage</p>
Welfare facilities	<p>5 minutes from Richmond Park, which is widely used by staff at lunchtime</p> <p>Staff shower facility</p>
Ethos	<p>Shared commitment to do our best for the students in our care and joint sense of success and achievement</p>
Social	<p>Social events organised which are open to all to attend</p>
Promoting a supportive work culture	<p>Small classes (maximum 15)</p> <p>High staff/student ratio</p> <p>High number of LSAs - at least one in every lesson</p> <p>Highly qualified support staff and therapists on site (e.g. Speech and Language therapists).</p> <p>Generous departmental budgets</p> <p>Each half-term, an individual's name is drawn from nominations by their colleagues for going the extra mile and rewarded with a £25 voucher.</p> <p>Independent charity with a supportive governing body.</p>
Staff feedback	<p>Regular staff surveys to identify ways to improve our working lives.</p>

	All staff are invited to the weekly staff meetings to share their views and good practice.
Introductory fee for good colleagues	Staff are paid a fee for the introduction of someone whose application to work at the School is successful.
Career opportunities	<p>Generous CPD budget</p> <p>Continued Professional Development (CPD) opportunities range from one-day courses to studying for professional qualifications</p> <p>In house Canbury LSA Training Programme</p>
Work-life balance	<p>Generous holidays – 34 weeks term time per annum</p> <p>Good email policy to ensure staff break from work at evenings and weekends</p> <p>Professional autonomy encouraged</p>