



Hitchin Girls' School

Highbury Road, Hitchin SG4 9RS



Benefits for Staff

February 2020



Hitchin Girls' School values the contributions made by all staff to the on-going success of the school and we provide a range of benefits and support to staff as individuals and as a group. The following content sets out some of the benefits available to staff.

SALARY RELATED

Pension Scheme

Life Assurance

Occupational Sick Pay

Full details relating to the above are available as part of employment terms and conditions.

FAMILY

Hitchin Girls' is a family friendly school and we aim to support our staff in achieving good work life balance and having quality time with their families. We operate a flexible approach to supporting staff to engage with events affecting their children at school and recognise that this is beneficial both to our staff and to us as a school.

We adopt the Herts County Council FAMILY & CARER'S GUIDE, which includes MATERNITY LEAVE, PATERNITY LEAVE, ADOPTION LEAVE & CARER'S LEAVE.

Childcare Voucher Scheme

Since 4 Oct 2018, the childcare voucher scheme no longer exists for new joiners; you now apply for tax-free childcare (TFC) directly from the government.

If you are already in a scheme, you may be able to transfer to our scheme via Computershare.

For more information, please speak to the Finance staff in the Bursars office.

Children of Staff - Admission Criteria

Our Admission Criteria includes a rule offering female children of permanent members of staff the allocation of a place at the school where the member of staff is directly employed by Hitchin Girls' School and

- will have been employed at the school for a minimum of two years at the time the applicant would be admitted to the school, or
- where the staff member has been recruited to fill a vacant post for which there is a demonstrable skills shortage.

Excellent location

The school is located in the heart of the market town of Hitchin, 30 miles north of London, surrounded by beautiful countryside. The town centre has a rich diversity of independent shops and businesses and is also known for its wide variety of cafes and restaurants offering food from around the world. For children, the town has a large number of excellent schools and youth organisations.

We are close to both the M1 and A1M motorways and a few minutes' walk from the train station with a fast (30 minutes) service to Kings Cross and Cambridge.

www.hitчинherts.com

<http://www.visitchilterns.co.uk/market-towns/hitchin.html>

Hitchin has been identified as one of the happiest places to live in the UK:

<http://www.thecomet.net/news/rightmove-survey-says-hitchin-in-uk-top-10-for-happiest-places-to-live-1-4659587>

HEALTH AND WELL-BEING

Flu Vaccination

Each autumn term, staff have the option to receive a flu vaccination completely free of charge.

Eye tests (for eligible staff)

Staff who meet the required criteria are entitled to receive reimbursement for a two-yearly eye test, usually every two year, and may be eligible for a contribution towards the cost of glasses if they are specifically prescribed for Display Screen Equipment (DSE) use. The school has signed up to the Specsavers Corporate Eyecare Voucher Scheme.

Required criteria - Any member of staff who habitually uses DSE as a significant part of their normal work.

For more information, please speak to the Finance staff in the Bursars office.

Fitness

The Fitness Studio located in our brand new (2018) Sports Hall is available for use by staff. Containing cardio equipment including treadmills, cycling and rowing machines, staff are inducted in its use by our PE staff.

Employee Assistance Programme

All staff are able to make use of a free Employee Assistance Program provided by Legal and General. This provides a range of support service including telephone support, legal information services, online support, medical information, structured counselling and bereavement support. Staff are able to call the Employee Assistance line at any time to talk through any problems that might be worrying them; from faulty goods bought, family and relationship matters, tenancy issues or even driving offenses.

Well-being

- Complimentary lunch on INSET days taking place in school
- Free end of academic year lunch
- Complimentary tea, coffee, milk and sugar in the staff room at break and available in the staff kitchen area
- Complimentary refreshments on parents evenings

- Cakes/fruit at end of term extended break
- Monthly staff raffle
- Free on-site parking
- A well-being team who arrange events and activities during the year.

REST AND RELAXATION

Cycle to work scheme

The school has signed up to the Bike Scheme, which is a Government backed initiative enabling employees to save on the cost of a cycle and cycling safety accessories for the purpose of cycling to work.

Basic details of the scheme are as follows:

- Under the regulations laid down by HMRC, school staff are effectively hiring bikes from the school to use to cycle to work but they can be used for leisure activities as well.
- There's nothing to pay up front. You pay for the bike through deductions from your gross pay (i.e. before tax is taken) using a salary sacrifice arrangement and the cost is spread over a 12-month period. On average you will save 32% - 42% on the value of the bike you have selected, depending on whether you are a basic or a higher rate tax payer.
- The Scheme runs in conjunction with Halfords, but bikes can also be purchased from local independent bike retailers. You can spend up to a maximum of £1000.
- At the end of the 12-month period, you pay a settlement figure based on HMRC guidelines

Further information, including details of the savings you can make, is available from the Finance Office.

To register for the scheme visit www.computershare.com/salaryextras

CSSC Sports & Leisure scheme

Staff are able to join the CSSC Sports and Leisure scheme for a small monthly fee. Membership provides a wide range of benefits including:

- Free entry to over 300 English Heritage sites (plus one other adult and up to 6 children)
- Tickets for free entry to the Historic Royal Palaces
- A Taste card, providing discounts and offers at over 6,500 UK restaurants
- Savings at high street and online retailers and
- Discounted cinema tickets
- Discounted gym membership rates
- and much more

Further details are available at: www.cssc.co.uk

School Library

Staff are welcome to borrow book and other resources form the school library for use in school and at home.

ClickView

Access to a vast range of movies, TV programmes and documentaries on ClickView, including everything that's been on FreeView in the last 30days

Staff Choir

We have a staff choir that come together to sing at events such as the annual Carol Service.

TRAINING AND SUPPORT

Induction

We provide a full induction programme for staff joining the school which includes a 'Buddy' to help you settle in to life at HGS.

CPD

We offer all staff excellent professional development opportunities and guidance, with a strong CPD programme. Each year we disaggregate some of our INSET Days to provide the opportunity for staff to elect to undertake 'credit training' whereby credits are earned by leading or taking part in training aligned to their own professional needs. This provides greater flexibility in our offer and also allows staff to share their own good practice with colleagues in our school. There is no "one course per person" policy.

The school has been awarded CPD Mark in recognition of the strong programme of CPD available to staff.

North Herts Teaching Alliance (NHTA)

All staff are part of our expanding Teaching Alliance, whether through attending the wide variety of training and development opportunities on offer, or by helping to create and deliver new programmes for colleagues.

Courses and events include:

- NQT+1
- New or Aspiring Middle Leaders
- Aspiring Senior Leaders
- Recently Qualified Teacher Programme
- Outstanding Teacher Programme
- National Professional Qualification for Senior Leaders (NPQSL)
- National Professional Qualification for Middle Leaders (NPQML)
- Women into Leadership programme
- Teacher Subject Specialism Training (TSST) in Physics or Mathematics
- TeachMeets with other strategic partner schools
- Subject cluster groups which meet termly to share resources and discuss subject related issues.

Staff can also apply to be Specialist Leaders in Education (SLE) whereby they can then be deployed to undertake support work with colleagues in other local schools, or within our own school. SLEs will also be involved in leading CPD events for colleagues across all NHTA schools.

Please visit our website for further details - www.northhertsteachingalliance.org