

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). Support staff are entered into a competitive pension with Legal and General (L&G). Following completion of six month's service with United Learning, and providing you are aged between 18 and 75 years, support staff will be eligible for life assurance at two times your actual basic annual salary.
- An extensive and generous **CPD programme** to ensure career growth and progression, including whole school INSET and opportunities to enrol in external courses related to your role.
- A welcoming 'buddy scheme' for all new 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:** Staff well-being is a core priority at our school. Our well-being initiatives include:
 - Being supportive of flexible, remote and part-time working
 - A variety of staff social activities and staff parties at the end of each term.
 - Enhanced maternity pay and a supportive company sick pay policy
 - Complimentary lunch in our School Dining Room during term time
 - 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
- **School Fee Discount:** United Learning offers a discount on fees for permanent members of staff with children who attend Rowan Preparatory 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:** Wraparound care is complimentary for all staff with children at Rowan. Breakfast Club runs every morning from 7.45am—8:20am. After school club runs from the end of the school day until 6:00pm (Monday - Thursday) or 5:00pm (Friday).
- Priority booking of on-site **holiday camps** for staff with daughters at Rowan.
- **Discounts** for Rowan staff at local shops and cafés in Claygate