



DOWNSIDE SCHOOL

Staff Benefits

Pension: The school is part of the Teachers' Pension Scheme until 31 December 2020. From 1 January 2021 the School will offer all Teachers a defined contribution pension scheme with Aviva, known as the Aviva Pension Trust for Independent Schools (APTIS).

For non-teaching staff, the School provides access to a pension scheme, provided by Nest Pensions. If you qualify, the payments into your pension will be:

- Your contribution – 4% of your qualifying earnings. This will be taken directly from your pay.
- Our contribution – we will pay in an amount equal to 3% of your qualifying earnings.
- Tax relief – The government, in the form of tax relief, will pay an amount equal to 1% of your qualifying earnings.

A stakeholder pension is offered in the case of some individual specialist roles.

Lunch: We have an excellent catering facility, which offers all our staff a complimentary lunch.

The Weld Café: A great addition to our catering facility - open to staff and pupils for hot drinks and cakes in the afternoon and early evening.

School Fee Remission Scheme: Fee remission is granted (pro rata for part time staff) representing exceptional value for a high quality independent education. This is also available through a salary

sacrifice arrangement if individuals wish to enjoy additional savings.

Career Development: We are committed to the continuing professional development of staff and will support appropriate training as required.

Employee Assistance Programme: A free and confidential 24/7 support service, offering you unlimited access to advice and information, guidance and counselling where appropriate.

Cycle Scheme: All permanent staff have access to a cycle scheme which enables staff to purchase a bike tax-free through a salary sacrifice arrangement.

Health Cash Plan: Access to a cash plan which allows you to claim money back towards the cost of check-ups and treatment for you, your partner and up to four of your children who are under 18.

Well-being: Aside from our other well-being schemes, staff enjoy walking or running in our beautiful grounds at lunch or after work.

The Petre Library: Staff can borrow books from the Petre Library which is well-stocked with a range of fiction and non-fiction titles. There is also an eBook facility available.