



DOWNSIDE SCHOOL

Staff Benefits

Pension: The School is an accepted School of the DFE/DES pension scheme.

For non-teaching staff, the Organisation 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.

Lunch: We have an excellent catering facility, which offers all our staff a complimentary 3 course lunch.

The Weld Café: A great addition to our catering facility - open to staff and pupils for hot drinks and cakes throughout 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.

Recruitment Referral: Introduce a colleague and earn a bonus payment as a thank you from us.

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 and also pop into our Visitor Centre to purchase gifts or just relax.

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.