

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 reviews, subject to satisfactory performance and affordability.
- **Pensions:** Teachers and support staff are entered into competitive pension schemes. Following completion of six months' service with United Learning, and providing you are aged between 18 and 75 years, support staff will be eligible for life assurance (death in service benefit) 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.
- **Salary sacrifice schemes** such as Cycle to Work, Gymflex and car leasing.
- **Your Wellbeing:** 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, shared parental leave and a supportive company sick pay policy.
 - Complimentary lunch in our School Dining Rooms during term time.
 - Westfield Health Cash Plan gives you money back on essential healthcare, from opticians to physiotherapy, and guarantees you 24/7 access to an online GP following completion of six months' service with United Learning.
 - Westfield Rewards provides access to benefits such as discounts and cashback on everyday purchases across a wide variety of retailers and services (travel, entertainment, fashion, and dining) following completion of six months' service with United Learning.
 - 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 after-school clubs for staff with daughters at Rowan. Staff also get priority booking for our on-site **holiday camps**, which are open to all.
- **Discounts** for Rowan staff at local shops and cafés in Claygate.