



# The William Henry Smith School

## Employee Benefits



### Holidays

Here at The William Henry Smith School we recognise the importance of taking care of our employees, that's why we are giving them the opportunity to have some valuable down time! We offer 35 days holiday (including Bank Holidays) to all of our full-time employees, or those working in our schools. Most roles offer full school holidays.



### Contributory Pension Scheme

On joining us everyone under the age of 74 gets automatically enrolled into qualifying work place pension within 3 months, unless you decide you'd rather not take part and opt out. Your contributions will automatically be set at 4% but you can choose to increase this and the great news is that the company will match your contributions up to 5%, so this is a great way to build that future nest egg! Teachers' pension scheme (TPS) is available to employees employed as teachers.



### Westfield Health & Rewards

To support employee health and wellbeing every member of staff is covered by one of the UK's leading healthcare providers the health care plan is completely free and offers cash back on a large variety of health care treatments including: Optical; Dental; Acupuncture; Chiropractic; Homeopathy; Osteopathy; Physiotherapy; Complementary and alternative therapies; Specialist consultations; 24/7 confidential face to face counselling and a 24/7 doctor line.

Westfield Rewards also offers exclusive rewards with special offers to cut the cost of your everyday weekly shopping and activities with a range of benefits from over 450 leading online well-known brands and high street retailers.

### Long Service Reward

The school recognises staff loyalty and dedication with long service with awards for their achievement.





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### Childcare Savings



We know the young people you help care for may not be the only children in your life, so we will help you access Government approved Tax free childcare. If you are eligible for Tax-Free Childcare, the government will pay £2 for every £8 you pay your childcare provider.

### Cycle to work



If you are looking for an affordable and cost-efficient way of taking up cycling? The cycle to work scheme is a tax-exempt employee benefit that works through salary sacrifice. This means you can save between 32% and 42% on the overall cost of a bike (Depending on your tax circumstances)

### Health & Wellbeing



We need to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing. Promoting wellbeing can help prevent stress, reduce illness and create positive working environment for employees to thrive. We therefore offer the following: Wellbeing days; yoga; wellbeing lunches and breakfast; weekly boxercise and circuit training; mile a day walk; staff band; Mental Health First Aiders; Occupational Health and Clinical Supervision.

### Subsidised Branded Workwear



The school will pay 50% towards of the cost of school logo branded workwear such as outdoor jackets; hoodies; t-shirts; fleeces and blouses.



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Free access



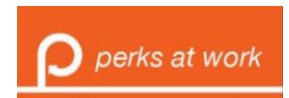
### Free Fitness and Wellbeing Sessions

Free virtual fitness and wellbeing sessions run twice a week by the schools personal trainer Gareth Potts from *Ultra Gym*, as well as personal support on lifestyle/diet.



### Head Space App

Free on line access to Head Space offers many features and wellbeing benefits available through the app: meditation, mindfulness courses, mindful eating, Exercise, hundreds of articles for mind, mood and goals, Sleep tips, mediation/stories, techniques on how to relax and improve over health and happiness.



### Perks at Work

This scheme offers anything from 10% upwards off companies such as Argos, Apple, & fashion companies also. There are also offers for discount on at home workout & fitness programmes. Free access to Perks at Work and Community Online Academy website offers many benefits to support mental and emotional wellness, physical fitness, health and wellbeing. Access to live and recorded wellness classes, 1,500 on-demand wellness videos (from meditation and mid-day stretching to dance and boxing), personal development, perfect for working parents (live classes for kids and adults), active online communities, keynote speakers.