



The King Edmund School

A Business & Enterprise and Applied Learning Academy

Employee Benefits



The King Edmund School Governing Body is committed to offering Employees incentives which can enhance the quality of working life, be seen to reward staff efforts, and add value to an employment package.

The additional benefits offered to all staff at KES include the following:

- Membership to occupational pension schemes
- Free meal up the value of £2.30 if running an extra-curricular club
- Free tea / coffee service each afternoon
- Membership of fitness suite for £10.00 per month
- Free use of swimming pool
- Free car parking
- Christmas gift up to the value of £10.00
- End of academic year bbq / celebration (up to £10.00 per head)
- Start of academic year buffet on inset day (up to £10.00 per head)
- Use of staffroom with kitchen facilities
- Laptops for staff in certain roles if required
- Childcare voucher scheme
- Social committee organising social events such as theatre trips
- Requests considered by governing body for 50% funding towards relevant professional qualifications

Long Service Award Scheme

A certificate and gift card will be presented to staff one month after reaching the relevant length of continuous service.

£100 – 10 years service

£200 – 20 years service

£300 – 30 years service

£400 – 40 years service

£500 – 50 years service

Staff Introduction Scheme

Employees are rewarded for the successful introduction of a new employee to the school in the areas that the school is having difficulty recruiting staff: English, Maths and Science.

£500 will be paid to the member of staff making the initial introduction upon appointment of the new employee, followed by a further payment of £500 on completion of one year and one term.

There are tax and National Insurance implications for most financial incentives

VDU Eye Testing

Sight tests will be reimbursed and financial assistance provided for users of VDUs who can provide evidence that there is a need for special lenses for computer use.

The definition of a user is an employee who uses a VDU as a significant part of their normal daily work

The school will pay for the cost of basic frames and lenses where spectacles need modifying for VDU use, to the maximum cost of £60 for single lens spectacles and £80 bifocals.

Uniform

Uniform is provided for those roles that require a uniform or protective clothing to undertake their job in a safe manner – site staff, catering staff, cleaning staff and PE staff.

All uniforms remain the property of The King Edmund School and should be returned upon cease of employment with the school.

Mobile Phones

Mobile phones are leased from O2 and issued to all members of SLT but remain the property of the school. Personal calls or data that exceed the agreed rental package are to be paid by individuals.

For further information on employee benefits, please speak to the school's HR Manager.