



Salary



Life Insurance



**School Fee
Remission**

WHY WORK

AT HUTCHESONS' GRAMMAR SCHOOL?



Car Scheme



Electronics



Travel



On-Site Gym



Cycle To Work



**KEY ELEMENTS OF THE PAY & BENEFITS PACKAGE
AVAILABLE TO ALL Support Staff**

Financial Rewards

- **Salary:** Competitive salary, mirroring COSLA pay awards in the state sector. From August 2023 the return of the first 0.8% of the Hutchie Enhancement.
- **Annual Leave:** 20 days annual leave starting entitlement, 13 days public holidays plus 3 days across the Christmas break.
- **School Fee Remission:** 50% fee remission for any of your children at Hutchesons' Grammar School. We are the only one of the four largest Glasgow Independent Schools still providing automatic 50% fee remission for new and existing full-time staff, without means testing (pro-rated for part-time staff). (Approx. value = £7k or pre-tax equivalent >£8.5k per child). Staff can also access free After-School Care.
- **Life Insurance:** x7 Annual Salary.
- **Sick Pay:** Available after 6 months of service, up to a maximum of 6 months full-pay/6 months half-pay after 5 years of service (pro-rata).
- **Pension:** Employer contribution 10%. No requirement for employee contribution (subject to pension auto-enrolment legislation).

Lifestyle Rewards

We offer a wide range of benefits from our health and wellbeing provider to improve your physical, financial, and mental wellbeing:

- **Home and Electronics:** Spread the cost of the latest technology and domestic appliances with affordable fixed monthly payments, direct from your salary.
- **Lifestyle and Retail Savings and Discounts:** Access a huge range of discounts online across the UK's major retailers - John Lewis, Marks & Spencer, all major supermarkets, etc.
- **Cycle to Work:** Enjoy tax-free bikes and safety accessories with a saving of up to 37% on the latest bikes and cycling equipment.
- **Gym Memberships:** Spread the cost via your salary, of getting/staying fit at a choice of over 3,000 gyms.
- **On Demand Pay (Hastee):** All employees can instantly access a portion of their earned salary each month, whenever they want. Ideal for those occasions when unexpected outlay occurs between paydays.
- **Health Cash Plan:** Reimbursement on dental treatment, optical accessories and services, therapies, diagnostic consultation/scans, personal accident cover, GP helpline and private prescription service.
- **Employee Assistance Programme:** Confidential impartial assistance with 24/7 telephone counselling helpline and online access to a wide and comprehensive range of resources.
- **Travel and Leisure:** Access a wide range of holidays and spread the cost direct from your salary with no deposit required.
- **Car Scheme (coming soon):** Drive away a brand-new electric car that is fully maintained and insured with no deposit and no credit checks.

Health and Wellbeing Rewards

- **On-site Counsellor:** Available to support all staff and to promote strong mental and emotional health.
- **On-site School Matron:** One at our Secondary School and another at our Primary School, there to support us when illness strikes.
- **On-Site Gym:** Free access to our fully equipped gym areas;
 1. Cardiovascular Suite with top-of-the-range CV kit;
 2. Spin Bike Studio with Les Mills-led spin classes;
 3. Fully equipped weights rooms with eight Smith machines and extensive free weights.
- **Free Breakfast:** Porridge for all staff every day and free tea/coffee/biscuits at break time.
- **Hot meals:** Provided on-site to all staff at every In-Service Day and Parents' Evenings.