

**Salary**



**Life Insurance**



**School Fee  
Remission**

# WHY TEACH

AT HUTCHESONS' GRAMMAR SCHOOL?



**Car Scheme**



**Electronics**



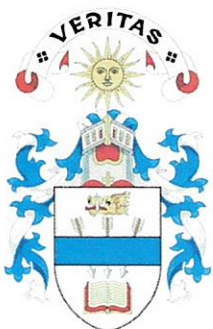
**Travel**



**On-Site Gym**



**Cycle To Work**



**KEY ELEMENTS OF THE PAY and BENEFITS PACKAGE  
AVAILABLE TO ALL OF OUR TEACHERS**

## Financial Rewards

- **Salary:** SNCT plus from August 2023 the return of the first 0.8% of the 3% Hutchie Enhancement. (0.8% Value= £381, or 3% value= £1.5k based on teacher at SNCT Main Grade Scale Point 5).
- **School Fee Remission:** 50% automatic fee remission for any of your children at HGS. We are the only one of the four largest Glasgow Independent Schools still providing automatic 50% fee remission for new and existing staff, without means testing (pro-rated for P/T staff). (Approx. Value= £7k or pre-tax equivalent >£8.5k per child). Staff can also access free After-School Care.
- **Holiday Entitlement:** HGS teachers benefit from an extra 12 days holiday when compared to colleagues in the state sector (ie state= 195 teacher working days per annum versus 183 days at HGS) (Approx. value £3k).
- **Life Insurance:** x6 Annual Salary (STPS and other independent schools typically offer x3) (Approx. value = £285k based on teacher at SNCT Main Grade Scale Point 5).
- **Income Protection:** 50% of annual salary for up to 3 years (NOT provided in state sector or by other independent schools) (Approx. value= up to £47.6k\*, 50%\*3yrs = up to £71k based on teacher at SNCT Main Grade Scale Point 5).
- **Sick Pay:** as per SNCT ie up to 1 year (6 months full, 6 months half pay) but augmented by the Income Protection detailed above for up to a further three years.
- **Pension:** Teacher contribution= a minimum of 3% of your teacher salary, up to £60k in any one year. Adjustable teacher contribution rate to reflect your changing needs over your teaching career (not available in STPS or at other independent schools where you are in at fixed rate or opt out of it). Take advantage of full tax and NI benefits on your pension contributions through salary exchange, whilst also increasing your take-home pay at same time. Fully heritable pension pot which can be distributed entirely as you wish to whomever you wish in event of death (restrictions apply in STPS and other independent schools).
- **Employer Contribution:** HGS will make the corresponding employer pension contribution from 14% to 22% depending on your contribution.

## 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 including a cardiovascular suite with top-of-the-range CV kit; a Spin Bike Studio with Les Mills-led spin classes and a 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.