



Kimbolton School  
Cambridgeshire

# How we value our staff at Kimbolton

## Supporting your physical health

- Free access to on site sports hall, squash courts, fitness suites and tennis courts
- Free swimming pool access on site
- Flexibility around time away from work for medical appointments
- Free annual flu vaccine
- Enhanced sick pay scheme
- Well supported return to work plans following a period of medical and/or compassionate leave
- Access to our on-site nursing provision
- Contribution towards the cost of work related DSE eye, eyesight test and glasses.

## Valuing your wellbeing

- Enhanced holiday entitlement for support staff
- Free confidential access to professional counsellors
- Proactive engagement in staff wellbeing initiatives
- Access to the Vanbrugh School Library
- Flexibility around time away from school for family commitments
- Free hot lunch every day and supper ahead of evening events
- Complimentary tea, coffee, and other hot drinks available throughout the day.

## Providing an effective teaching environment

- Lower teaching contact time and smaller class sizes
- Dedicated pupil pastoral support to facilitate effective teaching
- Opportunities for subject-specific CPD and sharing best practice
- Freedom to teach with professional autonomy and creativity
- Opportunities for cross-curricular events, trips, and teaching activities.

## Providing a welcoming working environment

- Staff socials including annual Christmas event and garden party
- Discounted entry to many public events held at the School
- Friendly and welcoming common room
- Beautiful extensive school grounds
- Long service recognition
- Strong links with the community
- Staff voice opportunities and Staff Forum to facilitate open dialogue.

## Encouraging your professional development

- Flexible approach to CPD
- Regular training and opportunities to undertake formal qualifications
- Supportive and thorough induction process
- Involvement in good practice network with other local independent schools.

## Financial benefits

- Discounted school fees for your children (certain eligibility criteria apply)
- Generous pension scheme, with various contribution options
- Electric Vehicle Scheme (certain eligibility criteria apply)
- Cycle to work scheme.

One school. One family.