

FHS

Francis Holland Schools



FRANCIS HOLLAND SCHOOLS **Staff Benefits**

FRANCIS HOLLAND SCHOOLS



Francis Holland Schools Trust employs around 190 full-time teaching staff educating over 1,300 girls across its three central London locations. Our academic results reflect the quality of our staff and our teaching. The emphasis we place on helping our pupils to develop the life skills that will enable them to make the most of their abilities enhances their experience and their academic journey.

It is important that everyone who works at Francis Holland Schools feels truly valued and, to show our appreciation, we offer a wide range of benefits which we hope reflects the inclusivity of our communities.

ABOUT US

Our central London locations place us a short hop away from the world's finest museums, galleries and music venues, and we treat the city itself as our extended playground, running daily trips and excursions that bring learning vividly to life. All three Francis Holland Schools have a very strong community. This is fostered through regular social and wellbeing activities - everything from weekly exercise classes and creative workshops to quizzes and evening events. At Francis Holland Schools you will find a dynamic, rewarding workplace where excellence, collegiality, and personal growth go hand in hand.



FRANCIS HOLLAND
REGENT'S PARK

- Baker Street
- Marylebone
- Regent's Park



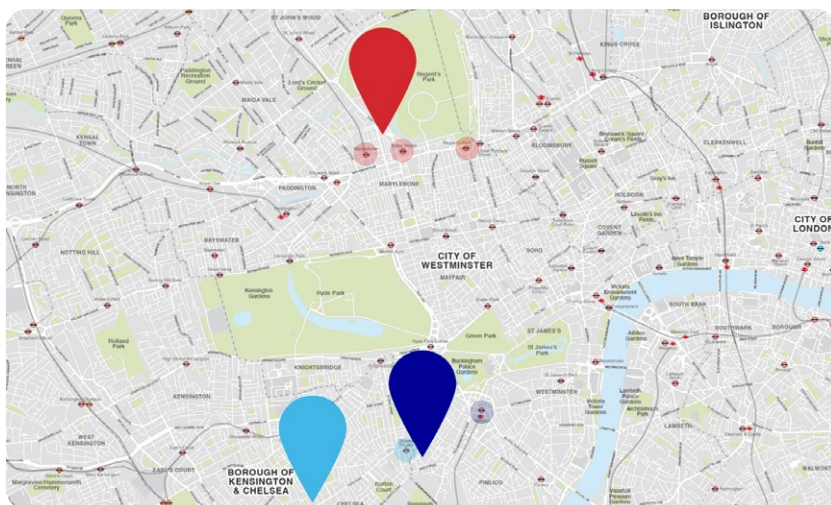
FRANCIS HOLLAND
SLOANE SQUARE

- Sloane Square
- Victoria



FRANCIS HOLLAND
PREPARATORY SCHOOL

- Sloane Square
- South Kensington



PROFESSIONAL DEVELOPMENT

We are committed to supporting the personal and professional development of all staff. We believe that helping individuals grow in their current roles and prepare for future opportunities - both within the Trust and beyond - is essential.

We see continuing professional development (CPD) as a key part of our strategy to raise standards, boost morale, and support recruitment, retention and succession planning. A well-structured CPD programme benefits not only individual staff members, but also contributes to the overall success of our schools and the Trust as a whole. That is why CPD is given a secure and valued place within our budget. Each school holds a number of Staff Development Days, and once a year everyone comes together for a joint day.

Training and Development Funding

It is the policy of the Trust to provide support to staff who wish to undertake further professional development training to secure additional qualifications. Each year the Trust will agree the amount of funding available for large-scale professional development, with support available up to £3,000 towards a course, subject to terms and conditions. Staff have used these to gain Master's Degrees and NPQs.

Staff are encouraged to speak with line managers and SLT, around opportunities for funding, further information is also available in the CPD Policy which is available on the school SharePoint

Train to Teach

We are committed to developing outstanding new teachers through close collaboration with a leading university. We encourage graduates to start their careers with us through a salaried training route that leads to Qualified Teacher Status (QTS), with the option of gaining a Postgraduate Certificate in Education (PGCE).

Apprentice

We are keen to support staff with additional training in both teaching and support roles. We currently use the apprenticeship route for staff to gain QTS or other vocational qualifications. A list of available courses is available [HERE](#).

Staff are encouraged to speak with a member of the People Team about how an apprenticeship can be supported.





PUSH

FINANCIAL

Financial stability, support and advice is an important part of our commitment to you as an employee. Not only do we offer highly competitive salaries, we also offer all staff a full suite of options and benefits to take advantage of.

Pensions for Teachers



New members of teaching staff are automatically enrolled in The Francis Holland Schools Trust Group Pension with Aviva (salary exchange scheme) to which members contribute a default 10%, with the option to reduce your own contribution to 0%, whilst Francis Holland Schools contributes 20%. The scheme operates under Salary Sacrifice making it a tax efficient way of saving.

In addition, Teachers have the ability to opt for a lower 'Employer' contribution in favour of a higher salary. For example, you can opt to take a 12% increase on your salary, and direct only 8% employer contribution to your pension.

Pensions for Support Staff

Members of support staff are enrolled into an Aviva defined contribution scheme which operates under Salary Sacrifice, making it a tax-efficient way of saving. Francis Holland Schools contribute 13.5% into the scheme, with a default contribution of 3% from you, though you can reduce this further to 0% or increase it up to 30% through salary sacrifice. The Trust also passes on some of the savings we make on national insurance into your pension.

Interest-Free Loan

Spread the cost of your commute to work and save on the purchase of an interest-free travel loan (subject to eligibility). You can choose to spread the cost over 3, 6 or 12 months, which will be taken directly from your salary. Please refer to the Interest Free Loan Policy available on school SharePoint.

Sick Pay

The Trust recognises that on occasions you may fall ill. We offer a generous sick pay scheme which offers upwards of 25 days full pay from your first day of employment, rising to 75 days full pay after 3 years of service.

Life Assurance

We are also here to support your loved ones, should the need arise. As a member of the pension schemes, your family will receive a lump sum of 3x salary, depending on which pension scheme you are in, should you sadly pass away whilst employed by Francis Holland Schools.

Group Income Protection

Depending on which pension scheme you are a member of we also offer Group Income Protection in the unfortunate event where you are unable to attend work due to illness for a prolonged period, (subject to conditions).

Refer a Friend

Our colleagues are our best advocates, and we are delighted when you refer a friend or family member to join our community. As a thank you, we offer a £1,000 referral bonus for each successful referral, (subject to conditions). Please refer to the *'Refer a Friend'* guidance on SharePoint.

Mortgage Advice



If you are moving home, buying your first home or re-mortgaging, we offer staff free access to mortgage planning consultation meetings, as well as guidance on protection and life cover planning, all accessed via an online portal. Tembo is an award-winning digital mortgage broker (voted the UK's Best Mortgage Broker four years running at the British Bank Awards) specialising in maximising mortgage affordability for buyers and remortgagers.

Benefiz Discounts App



Making your money go further is important. We offer access to the Benefiz discounts portal for supermarkets, cinemas, dining out and clothes.





HEALTH AND WELLBEING

Your health and wellbeing are as important to us as they are to you. Research has shown that happy and healthy colleagues contribute their best selves when at work, and therefore we have a health and wellbeing programme that provides a whole host of free benefits to enhance your work-life balance.

Discounted Health and Fitness Opportunities



We provide access to WellHub, which provides free and discounted access to health and wellbeing apps in addition to gyms, classes and personal training. We also provide the new **Family** add-on, giving you the opportunity to share these fantastic benefits with up to three people who are closest to you.

Calendar of Staff Classes/Sports Events

Each school offers a number of staff-only classes aimed at supporting your health; these range from swimming, pilates, boxing, social running and yoga. In the summer months staff can make use of sports courts for tennis at Regent's Park and Battersea Park (subject to availability).

Mental Health Champions

We have a team of qualified mental health first aiders who are there to provide immediate support in times of need. They are linked below:

[Sloane Square Mental Health Champions](#)

[Regent's Park Mental Health Champions](#)

[Preparatory School Mental Health Champions](#)

Employee Assistance Programme

Life & Progress

Staff have full access to an Employee Assistance Programme offering 24/7 support. This is available to all employees and includes face-to-face counselling support on a wide range of subjects from financial and personal, to work-related or legal matters.

School Facilities

Staff changing and shower facilities are available to all staff on-site, which is especially appreciated by those cycling to, or working out before, school. We also offer a prayer facility in each of our schools, please do ask for details.

Free Eye Tests



We are partnered with Specsavers and all staff are eligible for a free two-yearly eye test. Should you require glasses following your test, specifically for the use of a VDU, then you are entitled to a £49 reduction on a pair of frames and lenses.

Occupational Health Service

Our wellbeing initiatives include the provision of an Occupational Health service when needed, to support you back to work or where additional advice is needed to support you in work.



Cycle to Work Scheme

Contribute to Francis Holland Schools' sustainability drive whilst getting fit, healthy and making savings on transport. We offer a salary sacrifice Cycle to Work scheme (subject to eligibility) to purchase a new bike plus accessories.

Lunch and Refreshments

We have a great catering provision at all three schools, offering various main meals, including a meat-free option, as well as soups, salads, baguettes, sandwiches, fruit and desserts. The dining rooms provide the perfect place for you to relax with colleagues over a bite to eat, and if you have any food intolerances, just let our catering team know and they will be happy to advise you on suitable options.

Spark

This provides our employees with access to:



- **24/7 virtual GP and advanced nurse practitioners**
Offers 24/7 expert clinical care from highly trained nurses with advanced qualifications. You can book an appointment for support via video call or phone chat, whenever you need it.
- **Online physiotherapy**
You and your immediate family (aged 16 and over) can access a qualified physiotherapist without a GP referral, with appointments available within two working days by phone or video.





Spark (cont.)



- **Children's mental health support**
Access to a team of practical, evidence-based mental health professionals who will tailor care to the unique needs of each child and family.
- **Second medical opinion**
Access to a UK-based specialist consultant who can provide a second medical opinion on a diagnosis or treatment plan for you or an immediate family member.
- **Cancer awareness and nurse support**
Partnered with Perci Health to provide you or your immediate family with access to digital risk assessments, cancer nurse support, and expert resources.
- **Long-term condition support**
Access to ConnectPlus, giving you invaluable information and advice for managing cancer, strokes, multiple sclerosis, type 2 diabetes, long Covid, rheumatoid arthritis, heart disease and the menopause.
- **Rich source of wellbeing resources – nutrition planning, fitness tracking , self-guided meditation, wellbeing podcasts and digital gym**
An extensive range of wellbeing services, provided by Spectrum.life, designed to nurture a healthy mind and body for you and your loved ones.
- **Adult and elder care**
Confidential and expert support on helping you understand, find, and fund the right care for you or your loved ones.
- **Medical Helpline**
Available Monday to Friday, 9am to 5pm (excluding Bank Holidays), where your call will be answered by highly experienced nurses.
- **Legal and Financial Helpline**
Available Monday to Friday, 9am to 5pm. Calls are answered by the Spectrum.Life in-house team and then passed to the relevant legal or financial adviser. A trained professional will call you back within two working days.

LIFE OUTSIDE WORK

At Francis Holland Schools we are a committed team of staff and our school terms are often busy with a full calendar of events, so it is very important to make sure you have the opportunity to take time away from work to recoup and refresh.

Discretionary Leave

We recognise that life does not always go to plan, but we are here to help you cope with the unpredictable times. Leave may be offered, at the discretion of the Head or Chief Operating Officer, to allow staff to deal with unexpected problems and to give them time to make longer-term arrangements where necessary.

Public Duty Leave

Giving back and supporting our communities is integral to what we do. We offer staff paid time off to perform public duties such as being a Magistrate or a School Governor.

FAMILY FRIENDLY LEAVE

We appreciate that having a child is a very special time for you and your family so we aim to be as accommodating as possible. We have approximately 20 fewer teaching days per year, compared to the maintained sector - allowing staff more time off to recharge and refresh.

Annual Leave

Getting time away from work to recharge, travel or spend time with loved ones forms part of our ethos. For support staff our base annual leave entitlement is 30 days, pro-rata for part time employees. In addition, we recognise all UK Bank Holidays and no annual leave needs to be saved for Christmas and New Year, as our schools close for the holiday period.

Maternity and Shared Parental Leave

We know this is a very special time for you and your family. We provide substantial Maternity/Adoption leave benefits (subject to eligibility), including full pay for the initial 5 weeks of leave, followed by 1 week at 90% and 15 weeks at half pay plus statutory pay and a further 21 weeks at statutory pay. When you advise us that you





are pregnant, a member of the People Team will arrange a meeting to go over things. We have also developed some simple booklets to guide you through the maternity process with us. These can be accessed upon request from the People Team.

Paternity/Parent Leave

For those that qualify for statutory paternity leave and pay, the Trust offers enhanced paternity pay for up to 4 weeks at your usual full rate of pay.

Family-Friendly Facilities

In our schools, we offer family-friendly facilities including space for breastfeeding and refrigeration if required.

SOCIAL

When you join Francis Holland Schools we hope you will feel part of a warm and friendly community. In between the hard work, we aim to bring teams together with regular social events which will be held throughout the school year.

Termly Social Events

Francis Holland schools arrange termly social events to celebrate the success of each term, as well as regular events throughout the term. These may take the form of a formal lunch or evening drinks.

‘Fizz’ Fridays

Once a term - or more often - we gather for an informal social that offers opportunities to get to know your colleagues and socialise with members of the Francis Holland Schools community.

Cultural Opportunities

Being part of a thriving school community offers opportunities to attend impressive drama and music productions in and around London. You could also join colleagues in the staff choir singing in local churches and prestigious venues.

FHS

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