



KING
EDWARD'S
SCHOOL
BATH



EMPLOYEE BENEFITS



email.hr@kesbath.com

2023/24 Edition

INTRODUCTION

King Edward's is committed to being a leading employer in the education sector and, with the support of the Governors, we are regularly reviewing the benefits available to all staff.

This leaflet has been prepared to provide you with a brief summary of some of the many benefits available to KES employees.

To view the full list of benefits and how to access them, please visit the HR section of the VLE:



Tom Davies
Bursar & Chief Operating Officer

KES PERKS...



LOCATION, LOCATION, LOCATION!

King Edward's School was founded in 1552 and takes great pride in its long history as Bath's oldest school.

Comprising of three schools, King Edward's has a Pre-Prep and Nursery located at Weston Lane, with the Junior and Senior Schools at North Road. In addition, there are extensive playing fields located in the

delightful setting of nearby Bathampton.

The Senior and Junior Schools have far-reaching views over the World Heritage city of Bath and are adjacent to National Trust land, giving a feeling of space and calm and further enhancing the excellent teaching and learning environment, whilst our Pre-Prep enjoys its own site to the west of the city in a renovated Victorian mansion and has beautiful, secure and tranquil grounds.

SCHOOL FEE REMISSION

Employees joining KES may be eligible for our generous and competitive school fee remission, if your child/children attend King Edward's School.

For more information, please see our School Fee Remission Policy on the VLE.



CATERING

All staff are eligible for free refreshments, fruit and a 3-course lunch during term time. Our sustainable food procurement policy includes:

- ✿ Local organic milk & cream from Ivy House Farm
- ✿ Local free range eggs from Southview Farm
- ✿ All our fish is certified by either the Marine Stewardship Council or by the Aquaculture Stewardship Council to ensure its sustainability
- ✿ Locally sourced red tractor approved meats, as a minimum standard
- ✿ Where items contain palm oil, we only purchase those items which use certified sustainable palm oil
- ✿ Ethical Tea Partnership teas and Fairtrade coffee is available all day, every day
- ✿ A full range of vegan, vegetarian and allergen free (Gluten and Dairy) options



EMPLOYEE ASSISTANCE PROGRAMME

To help support the wellbeing of our colleagues, we provide two app-based employee assistance packages - AIG SmartHealth and Lifeworks.

This assistance programme provides:

- ✿ 24/7 access to GPs
- ✿ 24/7 access to professional advisors
- ✿ 24/7 access to counsellors
- ✿ Nutritional & Fitness advice and programmes
- ✿ Perks and shopping discounts



FOR FURTHER DETAILS ON HOW TO ACCESS THESE EMPLOYEE BENEFITS, PLEASE VISIT OUR HR VLE PAGE:



EYE CARE*

Employees can receive a contribution of £100 towards one pair of glasses and £25 towards eye tests. Claims can be made every two years.

CYCLE TO WORK SCHEME*

Due to the increased demand of electric bicycles, our successful tax-efficient Cycle to Work Scheme has recently been extended to enable colleagues to pay for their bike over two years.

*For further details, please email accounts@kesbath.com

PILATES, JAZZ DANCE AND RUNNING CLUB

During term time, the School funds Pilates and Jazz Dance classes for staff, which take place on our North Road site. Colleagues are also welcome to join the Senior School's Running Club, every Monday lunchtime.



PENSIONS

TEACHING STAFF:

From the commencement of their employment, all eligible teaching colleagues will be automatically enrolled in the Teachers' Pension Scheme (TPS), which is a defined benefit pension scheme.

To provide further flexibility, those eligible for the TPS can also now access an alternative optional defined contribution scheme in which you also have the

option to select a lower employer contribution %, with the balance being paid to you as a non-pensionable additional salary.

SUPPORT STAFF:

All support staff colleagues will either be automatically enrolled (if eligible) or have the option to join the School's Group Personal Pension Plan, which is a defined contribution scheme administered by Aviva.

FURTHER SUPPORT

Support staff colleagues and teachers in the defined contribution scheme are also covered by the School's Death In Service Scheme and our new Income Protection Policy. This is designed to provide you with a regular income if you are unable to work as a result of illness. For full details of eligibility and the terms of both policies, please visit the VLE.

GYM MEMBERSHIP OFFER FOR THE UNIVERSITY OF BATH

KES staff are offered a 5% discounted rate for Gym and Exercise Class membership:

- ✦ £53 (rolling monthly direct debit) or
- ✦ £583 (annual lump sum payment - 12 months for the price of 11)

FREE SUBSCRIPTION TO THE FINANCIAL TIMES

All colleagues are entitled to free on-line access to the *Financial Times* and its associated app.

5% B&Q DISCOUNT CARD

KES employees can apply for a 5% B&Q discount card by emailing sgj@bursarnet.com with your full postal address.



KES LIBRARY SERVICES

KES staff can access our library services daily, during term time. These include:

- ✦ Borrowing from a wide range of books
- ✦ Access a database of research and audio book resources via the VLE
- ✦ Open to staff 8am-6pm daily, term time only

