



The Abbey

# Working at The Abbey 2023





# Rewards

We are committed to developing and celebrating the experience of working at The Abbey. We want the school to be a deeply rewarding and joyous place to work: teaching and supporting brilliant students and collaborating with enthusiastic colleagues. Our aim is to equip girls to live with confidence, purpose and joy: it is a wonderful cause behind which to unite.

## Extraordinary students and colleagues

We offer a range of benefits in recognition that any school is only the sum of its committed and caring staff. However, nothing we offer can ever match the greatest benefit of working at The Abbey: the people we work with.

Our students are full of adventure, curiosity, fun and discovery. The learning experience is second-to-none. Students are committed and whole-hearted; they give their all; they are never afraid to challenge and question. There is a buzz and energy to every interaction: we are all constantly thinking, learning and exploring. And there is a genuine sense of shared endeavour: support staff are a vital part of the learning experience, and teachers and students work together with huge mutual warmth and respect. Students take up and run with every idea, which in turn generates more ideas, new ways of doing things, prompts questions where we all need to think to find the answers. The atmosphere is lively-minded and scholarly. For anyone interested in learning, thinking and personal development, there is no better place to be.

Alongside this, staff are utterly whole-hearted and engaged in their work. The experience of being part of a team, all of whom care about what they are doing, and all of whom are open and ready to support one another, is remarkable: it is at the heart of what makes work worthwhile. Helping new staff to settle in, feel confident in their work, and feel appreciated for it is a shared responsibility for every single member of staff and is the key priority of everyone with management responsibilities. There is a culture of openness and positive support at The Abbey. We recognise that being brilliant means being committed and passionate; it means knowing that we don't have all the answers and we don't always get it right. Everyone is always ready to share ideas, give suggestions, and to listen to them, too.

## Positive involvement and progression

One of the main rewards of life at The Abbey is involvement with young people outside the classroom: staff sharing their own areas of interest and helping young people discover passions. All teaching staff take part in a duty rota, encouraging positive interactions with students around the school, and also contribute to at least one area of co-curricular or additional provision and often many more.

We are hugely appreciative of this involvement and recognise that as a community we operate on shared and mutual goodwill. Staff might take part in residential trips or running a club and we will always seek to ensure that such involvement is manageable and fairly shared. It is both vital to the provision we offer and integral to an enriched and enjoyable staff experience, so this is a key priority for us all.





We also strongly support the principle of staff development. Depending on your role, this might mean acquiring additional skills and expertise, learning new ways of doing things or new systems. It might mean the development of management responsibility here at The Abbey, or it might mean helping and coaching staff towards the right opportunity at another school as they look to make progress in their careers. We believe that students and staff alike should be learning and developing all the time. We run a professional development process for all staff every year to help everyone identify and achieve the ways they want to be improving what they do.

## The streamline principle and work/life balance

The great joy of working in schools is the purposeful and busy intensity it brings, but this can also be the main problem with a career in education - over-intensity and burnout. Supporting colleagues to experience the positive side of the busy school day is vital. As a day-school, we firmly believe in work-life balance. We know that staff work hard and often take work home. We support them in keeping this within limits in a host of ways. We are restrained in weekend and evening events: while activities such as sport, drama and outdoor education will generally take place outside main school hours, we manage staff commitment carefully. People are happy, purposeful and productive when they have enough space to manage their lives outside work, too.

As part of this we follow the streamline principle. This is a shared responsibility to identify the things that we don't need to do: that are done because they have always been done; that take up time without bringing enough benefit to the experience of staff and young people. We positively encourage all staff to identify things that frustrate them and impede progress and are committed to helping all colleagues make space for the things that matter most.

## Independence, development, recognition

We have identified three qualities that we believe define an enjoyable and productive working experience.

**Independence:** no-one likes being micromanaged. While a consistently excellent learning experience is essential, we want all our teachers to be able to teach in the way that suits them, and all our support team to complete their roles in ways that work. We provide great support, but support that enables autonomy.

**Development:** there is a lot of satisfaction in a job well done. We want everyone to develop their skills in their role so that they know they are doing a great job.

**Recognition:** perhaps the most important role for any manager is to acknowledge and recognise the commitment of staff. This lies at the heart of our professional development process. Whether it is a positive response to an assembly, progression in role or simply a word of thanks - recognition and appreciation matter.





# Benefits

For further information and access to the benefits please contact the HR Team.

## Life benefits

- Death in Service Grant
  - Eligibility**
    - Aged not less than 16 years but less than 75 years
    - Member of the registered occupational pension scheme
    - **Benefit:** 3 times basic annual salary
- Income Protection Insurance (Teaching staff only)
- Competitive pension arrangements
- Competitive occupational sick pay
- Staff fee discount and school uniform discount from nominated supplier
- Free before and after school care at the Junior School
- Discounted holiday club provision with designated provider
- Employee Assistance Programme
- Retirement and pension seminars

## Health and wellbeing

- Private healthcare and related benefits
- Free flu vaccination scheme
- Use of library, fitness suite, swimming pool and sports facilities
- Free confidential counselling
- Access to independent Occupational Health Services
- Eye test vouchers, where applicable
- Health and Well-being benefits available to members of the Healthcare scheme:
  - Access to a virtual GP service
  - Easy access to Physiotherapy treatment
  - Health review and health check
  - Access to Menopause support through Peppy
  - Access for mental health support through headspace
  - Discounts on gym memberships, sports shoes, Cafe Nero and cinema tickets

## Training and development

- Provision of IT equipment, portable devices and resources
- Focus on professional development and learning
- Support for training and ECF teacher induction
- Regular training encouraged including annual learning visits





- IB training available supporting worldwide working
- Support available for relevant long-term qualifications
- Free subscription to TES Magazine
- Research grant fund to support educational interests
- Access to the apprenticeship scheme and levy

## Travel and practicalities

- Interest-free season ticket loans to support travel
- Cycle to work scheme as part of sustainability initiatives
- Electric Vehicle Leasing Scheme - Salary Sacrifice
- Free parking and use of parking outside school hours
- Excellent transport links
- Staff accommodation where available for those new to the area

## Socials, activities and the Abbey Community

- Free lunch year-round
- Friday cake
- Socials and end of term events
- Book club, staff singers, yoga and much more
- Discounted tickets for theatre and other events (options to be explored)
- B&Q Discount Card
- Long Service Awards
- Opportunity to take sabbatical leave
- Suite of family friendly policies to include enhanced maternity leave, shared parental leave and paternity leave
- Just Giving through Salary Sacrifice