



KING EDWARD'S SCHOOL BIRMINGHAM

King Edward's School – Employee Benefits

King Edward's School offers a competitive benefits package for its employees, including:

- Competitive salaries and pay progression.
- Access to training courses and funding towards role-related professional qualifications for eligible employees.
- Enhanced maternity and adoption leave for eligible employees.
- Discount on KES and KEHS school fees (pro-rata for part-time employees), subject to meeting the Schools' admissions criteria.
- Free lunch, tea, coffee and other refreshments during term-time.
- Free parking on the School site.
- Discounted and free tickets to School productions, concerts and events at the Ruddock Performing Arts Centre.
- Opportunity to join Choral Society, a mixed choir involving employees and pupils.
- Free access to gym, pool and yoga sessions.
- Free access to an Employee Assistance Programme (Workplace Options) offering free, 24-hour confidential assistance.
- Long service award.
- Salary sacrifice schemes for eligible employees.
- Uniform and clothing provided free of charge if required for the role.
- Access to Birmingham Hospital Saturday Fund (BHSF) for cashback on health related purchases.
- Annual flu vaccinations.
- Death in service benefit through pension provider.
- Corporate Eyecare vouchers.

For teaching employees:

- A programme of Continuing Professional Development, including CPD Pathways in association with Warwick University for teachers and aspiring middle and senior school leaders.
- Membership of the Teacher's Pension Scheme.

For support employees:

- Defined Contribution Pension Scheme, where the employer matches up to 8% when employee contributes 5%.
- Either 20 or 22 days' holiday per year (rising according to length of service), plus 8 bank holidays and 4 concessionary days where the School is closed.

These non-contractual benefits may be subject to change at any time.