**Staff Benefits – The Fred Gough Family**

In addition to the benefits of working in a school that is genuinely child centred and whose staff culture is based on openness, support, collegiality and shared ownership…

* Clear directed time arrangements, 16 hours under the 1265 hours inc ‘trapped time’, only one meeting a week, one hour lunch with no duties and flexible working policy (allows for dependents, sports days, assemblies etc)
* Teacher’s pension contributions and Non-Teacher’s local government scheme (including life assurance)
* Free gym use in school or reduced membership at North Lincs leisure facilities including the Pods (gym, swimming pool, classes) and Cycle to Work Scheme
* Only SLT on call every lesson, every day
* Regular TES Pulse Survey and action based on the feedback provided
* Appraisal is success criteria based, not number based
* QA is developmental with quality CPD opportunities including Fred Gough Drop-Ins, Rosenshine Coaching Pairs, Teaching WalkThrus and ‘Aspiring to be’ courses
* Free North Lincs Counseling for all members of staff
* The vast majority of teachers have their own classroom and there are a large group of valued LSAs that are empowered to support learning in and out of the classroom
* Each teacher is provided with a laptop
* Admin support for each department
* Full time reprographics person to complete printing requests
* Shorter reports three times a year, no tutor comments
* Active staff well-being group with calendared meetings (eg staff activities, mental first aiders, promotes menopause policy, suggest positive improvements to daily life etc)
* AI working group seeking to further reduce workload (planning, preparing, assessing)