



# *Employee Benefits*

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We believe it's the people at City of Bristol College that make it such a great place to work. We therefore strive to offer an array of generous benefits and rewards to support you. You are key to our success and we value every one of our employees.

We recognise that whatever your job role, we all play a part in the success of our students.

# Our Values

We are an inclusive employer that is recognised as a College of Sanctuary and awarded with Disability Confident Status.

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**We are committed to being a welcoming employer for everyone**  
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We have listed below all of the employee benefits that we offer for you to take advantage of:

- › Teachers' or government pension scheme membership
- › Generous holiday entitlement
- › New employee welcome event
- › Long service award
- › Trade Union
- › Continuous Professional Development
- › Staff benefits
- › Family Friendly Policies and Your Wellbeing
- › Recognition of you and communication



# 1

## Teachers' or Government Pension Scheme Membership

All staff qualify to be a member of a very generous pension scheme. Teaching colleagues are able to join the Teachers' Pension Scheme and all other colleagues are able to join the Local Government Pension Scheme. Both schemes have very generous terms and employer contribution rates.

# 3

## New Employee Welcome Event

In addition to being supported by a line manager, all new employees are supported with a new employee welcome event to help them understand the college values and aims and how their role supports this vision.

Teaching colleagues will also be supported with a dedicated Quality Improvement Coach Induction to explain the specific support that we have in place to develop teaching, learning and assessment, which is focused on helping colleagues to develop their teaching practice. We also fully fund any required Teaching or Assessing qualifications and allow new colleagues time off to attend the course.

# 2

## Generous Holiday Entitlement

**35**  
Days

Up to 35 days **annual leave** each year dependent on role.

**10**  
Days

Plus an additional 10 **college closure days**. These are allocated at Christmas so that we close for 2 weeks and if there are any days left, they go towards the Easter bank holiday period. Dates will be released on our College Planner

**8**  
Days

Plus all 8 **Bank Holidays**.

# 4 Long Service Awards

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Many of our colleagues have a record of long service. We have therefore developed a Long Service Award Scheme to recognise and thank them for their loyalty and commitment.



# 5 Trade Union

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We work with the recognised Trade Unions, UCU, NEU and Unison who provide their members with a range of support. We will provide details of the Officers to contact, should you wish to benefit from membership.

We also have an active Students' Union who also provide access to the TOTUM Card (powered by NUS Extra). As an employee of City of Bristol College, you are eligible to purchase a TOTUM card. This annual discount card offers fantastic discounts on travel, food, electronics, clothing and lots more.

# 6 Continuous Professional Development

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As a college, education, training and professional development is at our core. We therefore apply this to the continuous professional development of our colleagues and we provide dedicated staff development each year. In addition to this, you can take many of the courses we deliver here, for free as a member of staff.

## Team/Departmental Development

We protect times as non-teaching time to allow teaching staff the opportunity to meet and review core activities. We also protect two days within the year for team activities as part of the college CPD programme on top of a further two cross college CPD days.

## Individual Continuous Professional Development

Every colleagues has an annual appraisal with their manager, which looks at how we can support them in their role of making City of Bristol College the best it can be and putting you at the heart of the conversation. We also have unlimited access for staff to LinkedIn Learning, allowing you to access 1,000s of online courses on a huge range of topics from mental health and wellbeing to support with Excel spreadsheets or managing difficult conversations. It can be related to your work or something that interests you personally, it is all free.

# 7

## Staff Benefits

We have an extensive array of benefits including:



A staff benefits portal offering discounted shopping, life skills, local gym memberships and financial support



Cycle to work scheme which also covers the purchase of electric bikes



Support with eye sight test costs with contribution towards glasses for staff who regularly use display screen equipment



Free flu jab clinics held on site



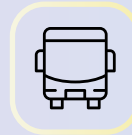
Up to 3 paid volunteer days to work in local community or charitable institution



A holiday purchase scheme allowing you to purchase up to 10 days additional leave (pro rota) paid back through salary sacrifice



Discounted treatments at our college hair and beauty salons and access to our college restaurants



Interest free bus, train or Park and Ride travel loans allowing you to spread the cost of your travel to work across your salary



A generous sickness pay entitlement of up to 6 months full pay and an additional 6 months half pay in the event of a long term illness

# 8 Family Friendly Policies and Your Wellbeing

At City of Bristol College, we offer a range of family friendly policies to include:



**Enhanced Maternity**



**Flexible Working**



**Enhanced Paternity**



**Hybrid Working**



**Enhanced Adoption**



**Menopause**



**Shared Parental Leave**



**Right to Disconnect**



**Fostering Friendly Leave**



**Colleagues' Welfare Room**



**Family Friendly Leave**



**Fertility Treatment Leave**

We also have a large number of colleagues trained in Mental Health First Aid and all staff have access to Employee Assistance Support and signposting to a range of support services.

# 9 Recognition of You and Communications



Connect with colleagues in our dedicated professional spaces on site away from the desk and office to enjoy your lunch break and chat to colleagues. We hold a termly staff forum meeting to gain the views of our colleagues and feedback in to our strategy and action plans to improve all the time

We have an ongoing Recognise and Respect staff thanks initiative that allows colleagues to nominate each other for smallest act of kindness or largest contribution to your daily working lives. It is a way of celebrating your respect for anyone that you work with. We also take the opportunity to recognise staff as part of our annual staff awards ceremony in the summer term



We recognise the importance of our colleagues and ensure we take the time to get together at the end of term ahead of the Christmas break and at our yearly 'Summerfest' end of academic year celebration each July