

Staff Benefits



As an inclusive employer awarded with both Disability Confident Status and as a College of Sanctuary, we are committed to being a welcoming employer for everyone. We have listed below all of the employee benefits we offer for you to take advantage of.



1. Membership of the Teachers' or Government Pension Scheme

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

2. Generous holiday entitlement

- Up to **35 days annual leave** each year dependent on role
- Plus all **8 Bank Holidays**.
- Plus an additional **10 College Closure days**. The majority of these days tend to fall over the Christmas break meaning you get two weeks with friends and family without using any annual leave. Any other days are identified usually around Easter to extend the Easter break. The days are identified and released as part of the College planner each year.

3. New Staff Welcome event

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

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

4. Long service awards

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

5. Trade union

We work with the recognised Trade Unions, UCU, NEU and Unison who provide their members with a range of support and 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

As a College, education, training and professional development is our core business. We therefore apply this to the continuous professional development of our staff and we provide dedicated staff development each year with protected time on a Wednesday afternoon for teaching staff. This includes;

Corporate Training for every member of staff, updated regularly - including:

- Health and Safety
- Safeguarding
- Equality and Diversity
- Data Protection

Team/Departmental development

We protect Wednesday afternoons 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 member of staff 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. This leads to individual staff development which can include:

- Vocational updating, in relation to teaching staff to keep their vocational skills current
- Professional and personal career development to enrich their knowledge and skills.
- Management and leadership development, as appropriate



7. Staff Benefits

We have an extensive array of benefits including:

- A staff benefits portal offering discounted shopping, life skills and financial support
- Discounted local gym memberships
- 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
- Flu clinics for free flu jabs
- Discounted treatments at our College hair and beauty salons
- Access to our College restaurants
- 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 and Wellbeing

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

- Maternity
- Paternity
- Adoption
- Shared Parental Leave
- Flexible Working
- Hybrid working at home and the office
- Menopause policy

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

