



Warrington Collegiate

GUIDE TO ADDITIONAL BENEFITS FOR STAFF

Buckley's Restaurant: The College training restaurant run by our Catering and Hospitality students offers competitively priced lunches and dinners, and also events and theme evenings throughout term time.

Beauty Therapies/Complementary Therapies: Staff have access to a wide range of Beauty/Complementary therapies through The Academy offered at competitive training prices.

Car Parking: The College has free parking facilities within the College grounds, available for staff, students and visitors. The campus has disabled parking bays within close proximity of all College entrances.

Car Share Scheme: We are offering employees, if they wish, the opportunity to join a car share database. The car-share scheme is called Liftshare and is linked to a national database and is accessible on www.birchwoodparkcarshare.com.

Careers Advice: All staff have access to Learner Services and our Careers & HE Advisor.

Catering Facilities: The College cafeteria, the Crescent, serves hot and cold food and drinks within College hours. Also located within the Crescent is a shop offering drinks, sandwiches, sweets etc, and a variety of drink machines.

Childcare Vouchers: The College offers Childcare Vouchers through the Busy Bees voucher scheme. This enables you to save money by substituting an element of your salary for childcare vouchers which are exempt from income tax and national insurance contributions.

Christmas Lunch/Party: The College offers a free Christmas Lunch, and a free Christmas party.

Cycle to Work Scheme: The College offers staff the opportunity to join the Government's Cycle to Work Initiative. This scheme enables you to buy bikes tax free, and is administered through payroll on a similar basis to the Childcare voucher scheme. Please see the website for more details, www.cyclescheme.co.uk.

Family Friendly Ethos: The College seeks wherever possible to help staff with urgent family circumstances/carer commitments. In addition it offers occupational maternity, paternity and adoptive leave schemes which are more generous than their statutory counterparts.

Flexitime Scheme: A flexitime scheme is in operation for several areas of the college. However, certain posts are excluded from the scheme due to the needs of the business.

Hairdressing/Barbering: Staff have access to a wide range of Hairdressing and Barbering treatments through The Academy offered at competitive training prices.

Holidays: In each holiday year Management staff receive 37 days' holiday, Academic staff 42 working days' holiday, and Support Staff 31 working days' holiday. Staff are also entitled

to receive the normal remuneration for all Bank and Public Holidays normally observed in England and Wales. In the event that the Corporation decides to close for a number of working days in the interest of efficiency, staff will be allowed to add up to a maximum of 5 working days to your holiday entitlement. Holidays will be calculated on a pro rata basis for part-time staff to their normal hours of work.

Hub 49 - The College Theatre: Productions are held in the Hub 49 by the Performing Arts students and are offered at reduced prices for staff members.

Inter Collegiate Flowers: Floral arrangements and bouquets are available from our Floristry Department at very competitive prices.

Induction: All employees are offered a structured induction programme.

Job Share Opportunities: The College is supportive of job share roles wherever possible.

Learning Resource Centre: The Learning Resource Centre offers a full library service, available to all staff (on production of a staff ID card). Staff also have access to Key Skills, Study Skills and the use of computers, IT packages and the internet, all based within the LRC.

Leisure Facilities: All staff have access to a free on-site gym open during term-time. The College has both Football and Rugby teams which play competitively in College tournaments. Staff Badminton is also played weekly on Campus.

Medicash Health Benefits Ltd: Staff members have access to join Medicash, a private health scheme which includes different levels of cover to help towards the costs of a range of healthcare. For more information see their web site www.medicash.org

Occupational Health: Our Occupational Health Services are available to offer a range of services including referral, eg counselling and physiotherapy.

Principal's College Briefing: A weekly briefing is placed on the College Intranet site for all staff to access and catch up with College news.

Reward and Recognition: The College operates a number of individual and team recognition awards for outstanding performance and attendance.

Staff Development: All staff are encouraged to attend staff development events and relevant training courses offered by the College. Please see the staff development section on our internal Moodle Site.

Staff Handbook: The Staff Handbook gives essential information about working at the College and is available to all staff via our intranet site.

Superannuation: Staff have the opportunity to choose how to make provision for their retirement. The Teachers' Pension Scheme is offered to Academic staff, and the Local Government Pension Scheme is offered to Business Support staff. Both schemes are supported by the College's contributions as well as your own and both schemes are a final salary pension scheme.

Tea and Coffee: A free cup of tea or coffee is available in the Crescent cafeteria every day between 10.30am – 11.30am on production of your staff ID card.

Trade Unions: The College recognises the following unions and all staff have the opportunity to become a member: UNISON, GMB, UCU and ACM.