



# Staff 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

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

- ▶ Teachers' or government pension scheme membership
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# 1 Teachers' or Government Pension Scheme Membership

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.

# 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 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 staff to develop their teaching practice. We also fully fund any required Teaching or Assessing qualifications and allow new staff time off to attend the course.

# 2 Generous Holiday Entitlement

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

As a college, education, training and professional development is at our core. We therefore apply this to the

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## Staff Benefits

We have an extensive array of benefits including:



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



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## Family Friendly Policies and Your Wellbeing

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

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## 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 staff 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