

## STAFF BENEFITS

Preston College has generous terms and conditions and an excellent benefits package that is intended to attract, motivate and retain the best people to help drive forward the College's Values and Behaviours. Our benefits package is under constant review, however, the main benefits you will enjoy include:

### Annual Leave:

- An outstanding annual leave entitlement which the College is proud to offer inclusive of the College's annual Christmas shutdown period.

<p style="text-align: center;"><b><u>ACADEMIC</u></b></p> <ul style="list-style-type: none"> <li>• 39 days per annum including 5 fixed days for the Christmas period, plus bank holidays (pro rata for part-time).</li> </ul>
<p style="text-align: center;"><b><u>BUSINESS SUPPORT</u></b></p> <ul style="list-style-type: none"> <li>• 33 days per annum including 5 days fixed for the Christmas period, plus bank holidays (pro rata for part-time).</li> </ul>
<p style="text-align: center;"><b><u>MANAGEMENT</u></b></p> <ul style="list-style-type: none"> <li>• 37 days per annum including 5 fixed days for the Christmas period, plus bank holidays (pro rata for part-time).</li> </ul>

### Professional Development:

- Staff Development Days and Continuous Professional Development (CPD) opportunities
- Ongoing Personal Development Plans & Personal Learning Logs
- Support in obtaining essential qualifications (role dependent) such as Cert ED and CIAG
- Opportunities for career progression

### Rewards and Perks:

- Opportunities for Pay Progression under the College's Pay Principles, plus annual cost of living increases (this is considered on an annual basis)
- An annual staff awards ceremony and Long Service Awards
- A Cycle to Work Scheme
- Access to perks and discounts for Preston College staff at [www.discountsforteachers.co.uk](http://www.discountsforteachers.co.uk)
- 20% discount off PNEcet Holiday Club
- Free Microsoft Office Packages download
- Free library membership

- Blues and Twos Credit Union
- Free Eyetests at Specsavers

## **Pensions:**

- Newly appointed staff will automatically be included in a competitive pension scheme unless they make a declaration to opt out
- Local Government Pension with College contributions up to 19.2% of your salary into your pension pot
- Teacher's Pension Scheme with College contributions up to 28.68% of your salary into your pension pot
- Ill-health retirement benefits if you become unable to work
- Death in Service benefits
- Tax relief on pension deductions
- Flexible retirement options

## **Health & Wellbeing:**

- Excellent support from the College's Occupational Health provider, Mental Health First Aiders and access to confidential counselling services
- Family friendly support in a range of College policies including Special Leave, Career Break, Flexible Working, Job Share
- Support for staff during Adoption/Maternity/Paternity/Shared Parental Leave
- Flexible working opportunities i.e. Flexi-time (role dependent), part-time working, term-time only working (role dependent)
- Subsidised Health and Fitness Suite, including exercise classes
- 33% discount off physio consultations with Preston Physio Clinic (on site at Preston College)

## **Our On-site Facilities:**

- Free car parking
- An extensive range of catering facilities on site including Starbucks
- Full Sports Centre Facilities
- Subsidised Hair and Beauty Treatments