

# Why Nelson and Colne College Group?

Nelson and Colne College Group is an extraordinary place to work. Our people are our most valuable resource and are at the heart of delivering our vision and strategic aims. Our People Strategy sets out our commitments to ensure staff are engaged, motivated and able to realise their potential.

## Our Values:

- We never stop at 'Good Enough'
- We own it
- We push with love
- We get off our backsides

## Equality, Diversity and Inclusion

In order to meet the Group vision to 'Create the Extraordinary' we are committed to building a culture which is inclusive, positive and fair and where opportunities are open to all, whether staff or students.

We are committed to maintaining a healthy workforce and protecting the health, safety and welfare of all our staff members. As part of our commitment to health and wellbeing we offer the following to staff:

- Access to wellbeing support – including a confidential counselling service and 24-hour confidential staff helpline
- Regular programme of health and wellbeing initiatives
- Access to a wide range of health and wellbeing resources
- End of year 'Fun Day' – our annual Health and Wellbeing Day
- Free flu vaccination vouchers

## Health & Wellbeing

## Professional Development

We have an extensive and varied professional development programme aimed at supporting all our staff to realise their potential. The opportunities available include:

- Annual CPD discussion as part of the My Goals review process
- 'Be Phenomenal' programmes for staff
- Whole College development days
- Leadership development and training
- Coaching and mentoring support
- Support for further training and qualifications

## Facilities & Working Environment

Nelson and Colne College Group is spread across three main sites, with all staff having access to:

- Free on-site parking across all sites
- Modern, clean and attractive campus environments
- Free access to College gym facilities and a range of staff fitness activities
- Discounted access to hair, beauty and holistic therapy treatments in our on-site Distinctions salons
- College-wide commitment to sustainability

## Rewards & Recognition

Staff across the College Group have access to a range of additional benefits and incentives:

- Access to lifestyle and savings benefits
- Cycle to work scheme
- Free breakfast for all staff
- Recognition and award schemes, including Milestone Honours
- Opportunities for staff engagement, including our Staff Voice forum

## Pay & Conditions

We offer competitive pay, often exceeding the sector average, and aim to provide opportunities for pay progression. Our wider conditions of service are also preferential:

- Workplace Pension Scheme
- Generous annual leave (Teachers – 56 days / Support staff – up to 41 days – inc. Bank Holidays and Closure Days)
- Enhanced occupational sick pay
- Supportive family friendly and flexible working policies, including opportunities for hybrid working for eligible roles

