



EMPLOYEE BENEFITS

ANNUAL LEAVE
Holiday entitlements start at either 20 days per year (manual and care roles) or 25 days (management and admin roles) plus bank holidays. This increases with length of service.
PENSION SCHEME
The College operates a pension scheme where we contribute 12, 8 or 4% of annual salary, dependant on role.
LIFE ASSURANCE SCHEME
The College offers Life Assurance cover of 2 x annual salary to qualifying individuals, until state pension age.
COMPETITIVE RATES OF PAY
We offer competitive salaries which are benchmarked against similar organisations and are reviewed annually. All staff receive a rate of pay above the national living wage.
LEARNING AND DEVELOPMENT
We believe in developing our people to keep you engaged, equipped with the right skills and empowered to reach your potential; our training programme is reviewed annually to ensure we deliver on this promise.
EYE TESTS AND GLASSES
All VDU users are eligible to a free eye test on appointment and at regular intervals thereafter. You may also be eligible for contribution towards glasses for VDU use.
FLEXIBLE WORKING
Flexible working enables teams and individuals to manage a work-life balance, while ensuring the organisation is able to work effectively.
STAFF RECOGNITION SCHEMES
Staff award schemes operate to recognise employees who go the extra mile in delivering an excellent service to our beneficiaries or each other. Long service is also recognised with additional annual leave days.
HEALTH AND WELLBEING INITIATIVES
We offer access to our small gym at a nominal monthly fee, as well as a range of healthy subsidised meals in our on-site restaurant. We also operate a discretionary sick pay scheme, which applies to all permanent members of staff and certain roles attract PHI and Healthcare Insurance as part of the package.
FREE ON SITE PARKING
Staff are able to park for free on site, in our beautiful grounds, situated in Blackheath and Beckenham.