



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, dependent 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 computer 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 computer 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; certain roles attract PHI and Healthcare Insurance as part of the package. There is also an Employee Assistance Programme.

FREE ON-SITE PARKING

Staff are able to park for free on site, in our beautiful grounds, situated in Blackheath and Beckenham.