

# South Devon College | Employee Benefits

## Pension Membership



Auto-enrolment into one of two contributory Defined Benefit pension schemes: The Teachers' Pension Scheme (TPS) – for academic staff and the Local Government Pension Scheme (LGPS) – for all support staff. In addition to the employee contribution, the College makes significant contributions into both schemes.

## Car Parking and Travel



Convenient and easy onsite parking is available (charge applies), as well as fantastic discounts for Stagecoach bus services: £300 SDC Stagecoach Dayrider Pass (just over £6 per week!). We also support the Cycle to Work Scheme, and provide in-house discounted repairs and pre-MOT checks.

## Staff Discounts



All staff are eligible to purchase an NUS card at a cost of £12 per year. The College is also a member of the Sodexo Employee Discounts Platform. All staff are entitled to discounts at six major supermarkets, as well as high street chains, restaurants and entertainment venues.

## Family Friendly



Mama Bear's Nursery (Ofsted Outstanding) is available on-site. All employees have the option to join the Childcare Voucher Scheme, saving on tax. Staff will also have priority booking on the College's children's holiday club.

## Training and Development



The College funds and supports Continuous Professional Development activities, as well as having a dedicated staff Training and Development programme, Manager Development programme and Future Leaders programme. There are also opportunities for coaching and mentoring, and a 'buddy' system for new starters. All employees are entitled to a 50% discount on South Devon College courses (subject to availability).

## Life Assurance (Death in Service Benefits)



For those in the LGPS or Teachers Pension Schemes.

## Wellbeing



Staff are entitled to discounted membership for the College's fully equipped gym and fitness suite with an excellent programme of classes.

Free eye tests and help towards the cost of VDU specific glasses are also available, and the College has on-site Hair and Beauty facilities, including sports massage, for a small fee.

Staff personal wellbeing workshops are available, as well as the Employee Assistance Programme (counselling) and occupational health services.

Health cash plans and free on-site health checks are also available to staff.

The College's Financial Wellbeing Hub provides guidance on finances, affordable salary-deductible borrowing, and opportunities to invest in saving schemes.

## Annual Leave Entitlement



Excellent holiday entitlement. The academic year runs from 1<sup>st</sup> September – 31<sup>st</sup> August (pro-rated for fractional employees). Employees who work in academic areas take their holidays outside of term time.

## Catering and Retail



Subsidised catering is available in all 8 Restaurants and Cafés, including our à la carte training restaurant Horizons. The on-site shop offers essentials and seasonal goods.

## Holiday Purchase Scheme



The College operates a policy of granting all employees paid holiday entitlement each year. It is recognised, however, that some employees may wish to take longer periods of holiday and for this reason the College operates a policy of allowing all employees to 'buy' up to 5 days' additional holiday entitlement, subject to certain conditions.

## Long Service Awards



Long Service Awards will apply to staff who have achieved 5, 10, 15 or 20 years' service at the College, which they will receive at the annual Day of Celebration.