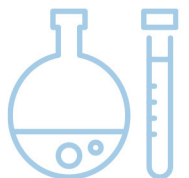
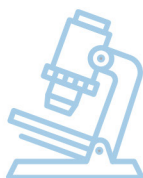
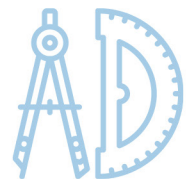
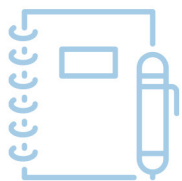




The City
of Liverpool
College



Teaching Staff Terms & Conditions and Benefits



Contents

The College provides teaching staff with many benefits and competitive terms and conditions, which have been benchmarked against other Further Education colleges in the region. These include the highest college teaching salaries and lowest maximum teaching hours compared to other colleges in the City Region, and generous annual leave entitlement and public holidays.

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Work/Life Balance



Annual Leave & Public Holidays

Staff working at the college have a generous annual leave entitlement.

Our holiday entitlement is 50 days - this is the highest in the City Region. This entitlement is in addition to 8 annual bank holidays, with an extra 2 College closure days.

This is a generous leave entitlement well above average for teaching roles.



I have worked at the College for 22 years and I love working here. It is a friendly and supportive environment and over the years, I have received a vast amount of CPD training in my specialist subjects, teaching and learning.

Samantha Granby
Deputy Head of School,
Hair and Beauty



Family Friendly Policies

There are a range of family friendly policies that may be available to staff, which include occupational maternity and paternity pay; dependent's leave; flexible working; adoption leave; compassionate/bereavement leave; and a career break scheme.

Annual Teaching Hours

Our annual teaching hours maximum is 832. This compares to the City Region average which is 852.

Homeworking Policy

Staff have the opportunity to apply to work from home on a regular basis for up to 40% of their working hours.

Finances



Salary

College teaching salaries are the highest within Further Education in the City Region going up to £35,464.

Pension Scheme

Teaching staff are enrolled in the Teachers' Pension Scheme (TPS). The College contributes 24% to their pension whilst MGLs contribute between 7.4% and 9.6%.

Benefits of the scheme include:

- Immediate in service death grant of up to 3 times annual salary
- Long-term pension to help support your family if you die before or after retirement
- Option of flexible retirement available from age 55



Long Service Award

A Long Service Award recognises staff who have been employed at the College for 25 years. This is presented in the form of a £300 gift voucher.

Cycle to Work Scheme

The College Group offers a Ride-to-Work scheme through Evans Cycles. It offers savings of up to 42%. Ride-to-Work also offers up to £60 worth of free clothing or accessories, and free servicing for the first 12 months.



Travel Loan Scheme

The College Group offers an interest free loan to enable staff to purchase annual travel tickets from both Merseytravel and Merseyrail.

City Centre Parking Scheme

The College has secured a preferential rate with Secure Parking for staff wishing to purchase a monthly parking permit.

Health & Wellbeing



Counselling Service

The College provides access to a free, independent and confidential twenty-four hour telephone counselling service to support employees through crisis or persistent work or personal issues.

Validium Employee Assistance Programme (EAP)

24/7 confidential staff support and counselling services. Staff can access the services by contacting [0800 358 4858](tel:08003584858) or online www.validium.com

Alternatively, you can download the app [My vClub](#) through App Store and Google Play.

You will need **username CoLC** and **password eap4support** to access services initially.

Remploy Mental Health Support Services

Staff have access to free support from Remploy if they are suffering with depression, anxiety, stress or other mental health issues affecting their work.

Call: [0300 456 8114](tel:03004568114) Email: www.remploy.co.uk/mentalhealth



I joined the City of Liverpool College in 2019 and was made to feel very welcome by all the staff. Since being at the college, I have been thoroughly supported by my line managers and this has given me the confidence and opportunity to further develop my career within the college.

David Poynton
Main Grade Lecturer,
Sport & Exercise Science



In-house Benefits



Academy Restaurant

The College's Academy Restaurant, located on the Duke Street campus, provides a range of special deals throughout the academic year for staff.



BAME Staff Network

A Black, Asian and Minority Ethnic (BAME) staff network was setup in June 2021, which is representative of BAME staff voices from across the College. Our aim is to support staff that identify as BAME and to promote the creation of a working and learning environment in which all staff, students and stakeholders feel welcome, comfortable, respected and valued. Membership is open for all BAME staff including bank and agency workers and anybody wishing to join can do so at any time.



Flu Vaccinations

To help prevent the spread of flu at work, we offer staff a free flu vaccination providing good seasonal protection against all strains of flu.



Eyecare Vouchers

Regular sight tests are vital and Visual Display Unit users are entitled to a free eye test through a voucher scheme which is run with Specsavers Opticians.



Sport & Fitness Suite

The College has excellent sports and fitness facilities at its Roscoe Street campus, which can be used by staff free of charge at various times throughout the week.

