

STAFF BENEFITS GUIDE

**Welcome to Your Staff
Benefits Guide!**

At Godalming College, we believe that our greatest asset is our people. We are committed to ensuring that you feel valued, supported, and motivated. This leaflet is designed to provide you with an overview of the fantastic benefits available to you as a member of our team.

From health and wellness activities to professional development opportunities, there are a range of benefits to help you thrive both personally and professionally. Whether you're looking to enhance your skills, maintain a healthy work-life balance, or enjoy some well-deserved perks, we've got you covered.

Take a moment to explore the various benefits outlined in this guide, and don't hesitate to reach out if you have any questions or need further assistance. We're here to support you every step of the way.

Thank you for being a part of Team Godalming!

HEALTH AND WELLBEING

ME
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The College has a high specification gym based in our sports centre, staffed by a certified Personal Trainer which is available for staff use.

Sports Massages are available on site, for a fee, from a visiting sports massage therapist.

Free NHS health checks are provided on site.

Staff are invited to have a free yearly flu jab, by a visiting Pharmacist, organised by our onsite Health and Wellbeing Manager who is also able to provide staff with health and wellbeing advice and support.

Staff have access to an Employee Assistance Programme, provided by Education Support. This service provides 24/7 expert advice and support to help with any issues that may be affecting your mental health and wellbeing. It includes counselling and practical support and advice on both personal and work-related issues, with the aim of increasing staff wellbeing, productivity and performance, as well as reducing absences.

The College also partners with a local NHS Talking Therapies service. HR can provide more information and support for those who need it.

We offer a variety of social activities each week, including football and choir, a range of termly events, such as gin tasting and family rounders/picnics, as well as subsidised summer and Christmas parties.

We have an in-house catering service providing delicious and inexpensive hot and cold food across several outlets including an onsite Starbucks and Costa.



As well as a commitment to offering flexible working wherever possible, the College has a Sabbatical Policy in place, allowing eligible staff to request up an academic year's unpaid absence. We realise that sometimes our staff would benefit from time to devote to other ambitions or priorities, or an extended opportunity to learn and develop.



PROFESSIONAL DEVELOPMENT

Our College mission is *'learning together in a vibrant community where every individual is supported to achieve their potential'* - learning is at the heart of what we do and we place huge emphasis on staff development and inspiring our staff to constantly reflect and develop.

We understand that our success comes from developing our staff and supporting them to deliver innovative and individualised lessons. We dedicate significant resource and time to ensure all staff feel supported and developed in order to carry out their role to the best of their ability.

We have a comprehensive INSET programme each year where time is dedicated to staff training. This comes in a variety of forms such as external experts coming to deliver a bespoke training sessions, staff in house sharing what they have been working on via our teaching and learning workshops, through to staff participating in off site specialist training courses. Staff also have access to online Educare training modules and the TES magazine via the College's subscription.



A significant part of our staff development comes via our S7 network, which is comprised of all the Sixth Form Colleges in Surrey and Sussex. Through this network, staff can access Middle and Senior Leadership Programmes, courses for aspiring HoDs and Pastoral Leaders, through to network groups for staff working in similar fields such as HR, Marketing and Exams.

The College can provide financial support for staff wishing to pursue further studies to develop their skills and expertise subject to eligibility criteria.

There are a range of mentors in place across the College from the informal buddy system in operation for new starters to more formal mentors for our trainee teachers and ECTs. Additionally, there is the opportunity to participate in coaching sessions with trained members of the Upper Management Team.



PERKS / FINANCIAL BENEFITS

Salaries at the College are determined by the Sixth Form College's pay scales, with an added Fringe Allowance reflecting the College's location.

As a Further Education (FE) College, we are able to assist eligible teachers in claiming Targeted Retention Incentive (TRI) payments from the government.

Eligible staff will be automatically enrolled in either the Teachers' Pension Scheme or the Local Government Pension Scheme. Both schemes are well funded 'defined benefit' schemes with generous Employer contributions. Full details can be found on the relevant websites.

[Member Hub](#) | [Teachers' Pensions](#)
[Surrey Pension Fund](#)

The College is partnered with [Cyclescheme](#) and staff have the opportunity to purchase bikes and other cycling accessories with a generous upper limit of £3,000. It is a salary sacrifice benefit which means you spread the cost of the bike and accessories interest free over 12 months and, because payments are taken before tax and NI deductions, there are both savings for you and the College.



There is free car parking and access to onsite EV chargers, providing charging at cost price at the College.





PERKS / FINANCIAL BENEFITS

Staff can request a Blue Light Card free of charge. Blue Light Card are the UK's leading discount service for those working in the emergency services, NHS, social care sector, teaching community and armed forces. The card provides access to more than 15,000 discounts from larger retailers to local businesses across categories such as holidays, cars, days out, fashion, gifts, insurance, phones and many more.

Via [BHN Extras](#) the College operates the following schemes to provide discounts and savings for staff;

Extras Discounts - discounts on physical and digital gift cards from big name retailers such as Morrisons, Pizza Express, Halfords, Costa Coffee and Spotify saving you up to 15% on the upfront cost of gift cards, eGifts and top ups.

bYond – a prepaid shopping card that helps you to make the most of your pay. Every time you use your bYond card at over 85 UK high street retailers, restaurants and supermarkets, you can earn up to 15% cashback, helping to boost your financial wellbeing.

We continually review our benefits and wellbeing activities, promoting links with local businesses and suppliers throughout the year. Details are shared via the Virtual Staff Room.



For more information about information about Staff Benefits, please contact HR on HR@godalming.ac.uk



**Godalming
College**