

EMPLOYER OF CHOICE



Wirral Met College



A summary of
staff benefits



WELCOME

Wirral Met College – Employer of Choice

Wirral Metropolitan College (Wirral Met) has been a major employer in Wirral for over 165 years, with a rich history and heritage in supporting education and training from basic skills to degree and post graduate education. Wirral Met is one of the largest colleges in Wirral and one of the largest employers in the borough.

Our staff team of over 500 people work really hard to deliver our vision to be ‘an inclusive, outstanding college’.

As an employer, our values which were developed with our staff team, are **Success, Passion, Integrity, Respect and Opportunity** and we expect every member of our staff team, students and partner organisations to live and demonstrate those values as we play our part in making a real difference to the lives of around 10,000 students each academic year.

We hold the ‘Investors in People’ (IiP) Standard and the IiP Assessor reported that *‘Teamwork is an impressive strength of the College’*.

We are proud to be a **Disability Confident Employer**, pro-actively supporting the development of both staff and students who have support needs and we have been working with many other employers to promote an inclusive approach.

We are also an Ofsted rated **‘Good’ Provider** with **‘Outstanding’ grade for the support** we provide to our students who have high needs, linked to learning difficulties and disabilities.

As one of Wirral’s largest employers, we have an impressive range of staff benefits for our staff team, summarised in this booklet.

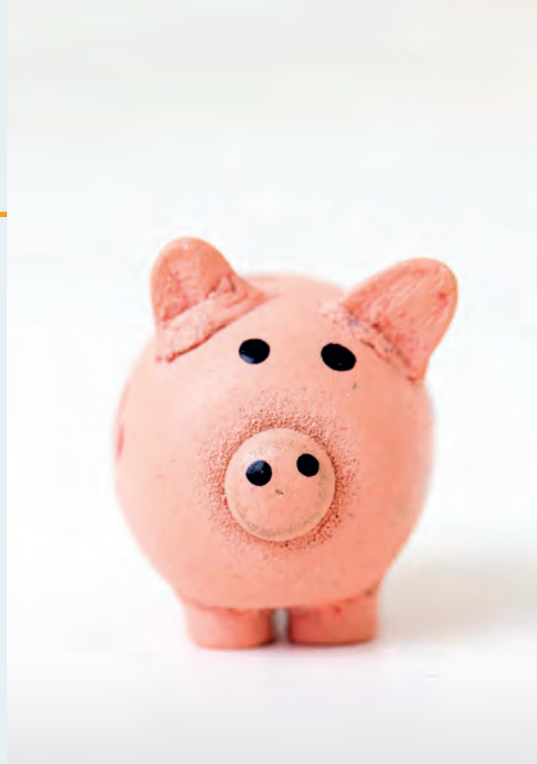


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Membership of the Teachers' or Government Pension Scheme

All staff qualify to be a member of a very generous pension scheme. Teaching staff are able to join the Teachers' Pension Scheme and all other staff are able to join the Local Government Pension Scheme.

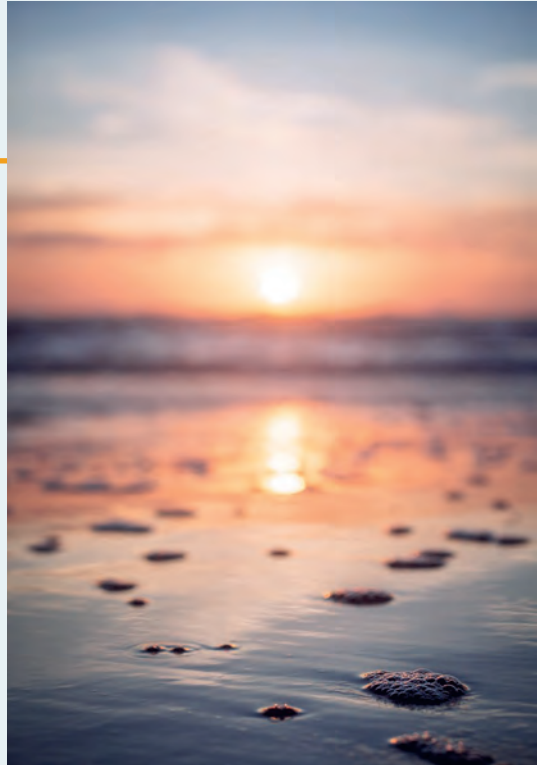
Both schemes have very generous terms and employer contribution rates.



2

Generous holiday entitlement

- Up to 36 days each year.
- Plus all Bank/Public Holidays.
- Plus additional Tuesday during May Spring Break.
- Plus up to 3 efficiency days – between 25th Dec and 1st Jan.



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Corporate Induction and welcome

- In addition to being supported by a line manager, all new staff are supported with a Corporate Induction Programme to help them understand the extensive range of expertise and support available, to help them in their role.
- Teaching Staff will also be supported with a Quality Induction to explain the specific support we have in place to develop teaching, learning and assessment, including our observation policy which is focused on helping staff to develop their teaching practice.



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Long Service Awards & Pre-Retirement Planning

- Many of our staff have a record of long service. We have therefore developed a Long Service Award to recognise and thank them for their loyalty and commitment.
- We also provide pre-retirement courses to help staff plan for that important step and those who have over 10 years' service also choose a corporate retirement gift.



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Trade Unions

- We work with the recognised Trade Unions, UCU and Unison who provide their members with a range of support and we will provide details of the Officers to contact, should you wish to benefit from membership.

- We also have an active Students' Union who also provide access to the **TOTUM Card** (powered by NUS Extra). As an employee of Wirral Met College, you are eligible to purchase a TOTUM card.

This annual discount card offers fantastic discounts on travel, food, electronics, clothing and lots more.

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Fantastic resources and free parking!

Four fantastic campuses

We have recently invested over £20 million to create world class learning facilities in our four campuses. All of our campuses are easily accessible and close to train and bus routes. If you drive to work, we also offer free staff parking at all of our campuses and if you use the work run as part of your fitness regime, we have shower facilities and cycle stores.

Discounted access to our famous Birches Restaurant

This might well be the best kept secret in Wirral! The Birches is our training Restaurant, training students to be top class chefs.

Celebrity chefs such as Paul Askew, who trained at Wirral Met, regularly provide master classes. Staff can enjoy discounted rates at our themed evenings. It's so good we don't have to advertise and offers exceptional cuisine, a fully licensed bar and speciality coffees. We also cater for private functions, including birthday parties, anniversary meals or corporate events.



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Continuous professional development

As a College, education, training and professional development is our core business. We therefore apply this to the continuous professional development of our staff and we provide up to 10 days, dedicated staff development each year. This includes:

Corporate Training for every member of staff, updated annually - including:

- Health and Safety.
- Safeguarding.
- Equality and Diversity.
- Corporate development around a range of strategic themes.

Individual continuous professional development

Every member of staff has an annual appraisal with their manager, which looks at how we can support them in their role of making Wirral Met an inclusive, outstanding college. This leads to individual staff development which can include:

- Vocational updating, in relation to teaching staff to keep their vocational skills current.

Team/Departmental development

- Every year each team reviews its performance and identifies how things can be improved. They also decide what departmental skills and development would help the team and this forms part of our Team Development.
- Professional and personal career development to enrich their knowledge and skills.
- Management and leadership development, as appropriate.
- For staff delivering Higher Education, they can be considered for a contribution towards the cost of continuing post graduate qualifications, linked to their role.

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Corporate discounts

As a public sector College, we enjoy a range of partnerships and corporate memberships which give our staff access to discounts. These include:

Costco:

You are eligible to join the wholesale organisation Costco and we arrange for them to attend college a few times each year to inform staff of the discounts and offers should you choose to join.

Other corporate membership:

As a College, we have a number of corporate memberships that provide employees with a range of benefits. This includes the Association of Colleges and the Chamber of Commerce which include benefits such as discounted airport parking.

Our HR team have a list of benefits, discounts and offers available.

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Health and Wellbeing

As a College we promote health, wellbeing and enrichment with a huge range of events and activities that take place throughout the year for both our staff and our students to enjoy. This includes:

Family friendly and flexible working policies

- At Wirral Met, we offer a range of family friendly policies to include Maternity, Paternity, Adoption and Shared Parental Leave policies.

Our dedicated HR Team support staff with information, advice and support and also what the College offers.

We will also consider applications for flexible working arrangements.

Eye Tests

- For staff who regularly use display screen equipment, we offer staff a contribution towards eye testing and glasses.

Bone Density Screening

- Staff have the opportunity to access Bone Density testing, which is available on campus on a yearly basis. This provides a full information pack which includes test results and advice on nutrition and exercise. This is an excellent way of helping to highlight any issues that could prevent osteoporosis and help to maintain strong healthy bones.

Leisure and Gym Access

- Wirral Met College is part of the corporate Invigor8 membership scheme which enables staff to get a discounted rate to access swimming pools and fitness suites across the borough.
- We also offer staff free access to our own gym facility based at our Oval Campus. Personal training students will be on hand to provide information on all aspects of health, fitness and well-being. As there are limited spaces please contact **reception** at the **Oval Campus** to book your slot.

Discounted access to Hairdressing, Beauty Therapy and Sports Massage:

- We offer staff a range of discounted therapies, including hairdressing, beauty therapy, sports massage and holistic treatments at our Conway Park Hair and Beauty Salons. To find out more about the treatments contact the salons directly to book your appointment.

Occupational health and sickness benefit scheme

In the unfortunate event that staff become unwell, we offer a range of services to help support them during their period of illness in order to facilitate return to work, including an Occupational Sickness Benefit Scheme that is supported by a specialist Occupational Health Service.

In addition staff can access:

- A counselling telephone service.
- A 'Health at Hand' service.
- Wirral Mind Fountain Project Drop In Centre.





Success

Passion
Engagement

Performance

Positive Culture

Energising Environment

Healthy Lifestyle

Wirral Met
Wirral Met College
Wellbeing Wheel

Highly Effective Support

Personal & Professional Development

Positive Working Relationships

Integrity

Resilience
Respect

Opportunity



WirralMet

Wirral Metropolitan College

The Oval

← Entrance

The Oval

WIRRAL MET COLLEGE



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