



ARE YOU INTERESTED IN WORKING AT EAST COAST COLLEGE?

In addition to the salary package where we operate an incremental pay structure, there are many additional benefits that the college offers to all staff.

GENEROUS PAID HOLIDAY

- Lecturers' annual leave entitlement is 52 days plus bank holidays.
- Support staff annual leave entitlement is 29 days plus bank holidays rising to 34 days plus bank holidays per annum after five years of service.
- Managers' annual leave entitlement is 35 days plus bank holidays.
- Curriculum Managers annual leave entitlement is 40 days plus bank holidays.

GENEROUS PENSION SCHEMES

- Employer contributions of 22% to 24%
- Teaching staff are eligible for membership of the Teachers' Pension Scheme (TPS). Contribution rates are 7.4% to 11.7% depending on salary for employees.
- Support staff are eligible to join the Local Government Pension Scheme (LGPS). Contribution rates are 5.5% to 12.5% depending on salary for employees.

OTHER BENEFITS OF PENSION SCHEMES INCLUDE:

- Provides you with a guaranteed future income.
- The option to take a tax-free cash sum on retirement.
- Protection for your loved ones including ill health, death in service and survivor benefits.
- A facility to increase your retirement benefits by paying additional contributions.
- Tax relief on your pension contributions.

PROFESSIONAL LEARNING

In house and external CPD programmes to enhance your skills and develop your potential, including discounts on some college training courses.

As part of our new teacher package we can support you to achieve a teaching qualification while working at the college.

EMPLOYEE ASSISTANCE PROGRAMME

Free access to 24-hour confidential Employee Assistance Programme.

FREE GP SERVICE

Access support from a qualified GP whenever your need it. A free 24/7 telephone service is available to all of our employees. Online face-to-face consultation service and electronic private prescription service is also available.

OCCUPATIONAL HEALTH SERVICES

Dedicated support and advice through our external wellbeing providers.

STAFF DISCOUNTS

Staff discounts including the use of college facilities such as the East Restaurant, Visions and Images hair and beauty salons, motor vehicle services and access to a free on-site gym.

FREE ON-SITE PARKING

We have free parking available at both of our campuses.

FREE SIGHT TESTS AND FLU JABS

Free sight tests and flu jabs available from the People and Wellbeing Team.

ON-SITE CAFE AND EATERIES

We have cafes and canteens at both of our campuses where you can purchase hot and cold food and drinks.

FAMILY-FRIENDLY POLICIES

Including policies related to paid maternity/paternity leave.

THE OPPORTUNITY TO BE INVOLVED

We run staff forums, drop-ins and wellbeing focus groups to support our staff to have their say.