

Joining the Education Training Collective (Etc.) Team

We are proud that 91% of our staff tell us that the Etc. is a Great Place to Work.

As an Etc. colleague, you will hear a lot about ONE Etc. – one group, six sites, hundreds of colleagues with one share division, underpinned by common values. Together, we want to make a difference to the communities around us, and our staff and students are empowered to do just that.

However, we need the right people, and to attract and retain the right people, we need to offer the right working environment, support and guidance, benefits and rewards. We think we do this really well, and our staff tell us we do in our annual staff survey.

Staff Survey results

91% Would recommend the Etc. as a good place to work

93% Would recommend the college to family and friends

97% support the strategic priorities of the Etc.

89% Feel that the college has made progress in the last 12 months

97% Understand their role and contribution to the Etc. group's priorities

94% Feel that they are treated with respect by their colleagues

Benefits

We offer a range of attractive and desirable terms and conditions, including:

Generous annual leave entitlement

(34-50 days per annum depending on role and length of service).

Up to 5 additional days leave at Christmas

Generous pension schemes

Local Government Pension Scheme (LGPS) with 15.7% Employer Contribution for support employees, and Teachers Pension Scheme with 28.68% Employer Contribution for academic employees.

Hours of work

Are 37 hours per week for full-time staff with the Etc.

Travelling

If you need to travel during working hours, you can claim mileage and subsistence where applicable.

Our Vision

Fuelling ambition and driving success in a resurgent Teesside and beyond.

What our staff say

"Really enjoy and loved working here, I am incredibly happy working at the Etc."

"Loved working here, I have always felt supported and respected."

"My manager is an excellent manager and is always there, they are passionate about their job and their department."

"My manager has been brilliant and supportive and has encouraged my progression."

"My manager is supportive and amazing; they are always encouraging me."

"Everyone is so supportive, from support staff to teaching staff."

"I feel really positive about coming to work and have the full support of my peers."

"My manager is great, and I can approach her with any kind of issue, she will listen, advise and find solutions."

"The support I have received whilst working here has been good, and I feel I am able to be the teacher I want to be, conscientious, kind, empathetic and supportive to help my students become even more amazing."

"I feel a valued member of staff and my work is continuously praised which helps me in the knowledge that I am providing a good service with the learners best interests at heart."

"My manager prioritises my wellbeing first and foremost."

Recognising your efforts and future development

Our colleagues from all sites gather annually for our **Winter Review**, with updates provided from the Group's Senior Leadership Team, musical performances from students and the chance to indulge in some Christmas hospitality before our annual '**Staff Awards**' are presented.

- We offer **career development opportunities** for progression.
- We listen to our employees, to what you think and feel about working for us through our **employee surveys**.
- Opportunities to train to **become a health advocate**.
- **Funded training opportunities**.

Supporting your wellbeing

Our employee's health and wellbeing is important to us, we aim to encourage a healthy lifestyle and support mental wellbeing, some examples of how we do this include:

- A comprehensive **Health and Wellbeing programme**.
- **Employee Assistance Programme** offering free 24/7 counselling support for staff 365 days a year.
- **Access to a 24/7 GP Service** for employees and their dependents.
- **Access to virtual physiotherapy sessions**, with professional advice available to employees.
- **Free gym memberships/discounted memberships** (dependent on site).
- Access to the **Better Health at Work** initiative, which offers structured health promotion through campaigns, events and wellbeing strategies.
- To support all colleagues with their mental health and wellbeing we have **mental health first aiders** who can offer support when you need it, across all of our sites.
- Access to a range of **mental health and wellbeing information guides and tools**.

Your financial wellbeing

Maximise your income through discounts/savings including:

- Staff discounts through our **Perkbox scheme** is a benefit platform which gives employees access to money saving offers and discounts with national retailers.
- Our **Bike 2 Work Scheme** allows employees to access a bike and make savings through a salary sacrifice scheme.
- **Free on-site parking** across all of our college sites.
- You can join the **Moneywise Credit Union savings scheme** to save money straight from your pay. You can also access other money saving services and loans.
- **Discounted hair and beauty treatments** available at some of our on-site salons.
- Access to **discounted Apple Education pricing** to our employees through UNiDAYS.
- Employees of the Etc. are eligible to register for a **Blue Light card**, with access to over 15,000 discounts from national to local businesses.

Helping to improve your work-life balance

While work is important, your health and wellbeing is essential. Our policies and procedures take account of life events that sometimes need your attention, helping you to manage these alongside your daily work. They include:

- We are a **pro hybrid working employer**, for those in suitable roles.
- We offer **wellbeing days** in addition to annual leave.
- **Enhanced Maternity, and Adoption Pay Scheme**. In addition to statutory maternity pay, we offer full pay for the first two weeks as a new mother or primary adopter, and an additional 20 weeks at half pay, depending on length of service.
- **Enhanced Paternity Pay and Leave Scheme**. We offer four weeks of Paternity leave, with up to 2 weeks at full pay, depending on length of service.
- **Enhanced Occupational Sick Pay Scheme**. Our sick pay scheme depends on your length of service and offers up to four months full pay and four months half pay.
- We will consider time you may need to care for someone **who needs your support**. This includes 1 days paid leave to deal with certain unexpected sudden emergencies in the case of a Dependant and to make necessary longer-term arrangements for their wellbeing, and up to 4 days paid leave to care for a dependant who is seriously ill.
- **Bereavement Leave** gives you time away from work following the loss of an immediate relative.
- To support you through your **learning and development**, for qualifications that are essential to your role, we offer paid study leave and time off to sit an approved examination.
- **Celebrating yours and your family's success**, we'll provide you with 1 day's paid leave to attend your own, or an immediate relatives graduation ceremony.
- We offer paid time off to attend **health screening appointments**, additional time off will be considered for doctors, hospital and emergency appointments.
- If you are selected to compete at **national sporting events**, you'll be entitled to 3 days leave per term to participate.
- To celebrate your **own wedding, or wedding of immediate relative**, you will be entitled to 1 day's leave.
- For employees who have a commitment to attend **Reserve Forces/ Non-Regular Forces or Cadet Volunteer** up to 10 days paid (less any allowance received) per academic year could be available to you, talk to your manager about arrangements to help you attend.