

YOUR BENEFITS

Staff
rewards and
benefits with
**Education
Training
Collective**

etc.

education
training
collective

WHY JOIN OUR TEAM?

Etc. (Education Training Collective) is a vibrant college recognised for its teaching and learning. The Group provides high quality and relevant educational opportunities for all, working with local authorities, schools, universities, businesses and other colleges to empower and enable the people that it serves.

Helping to build “real skills for real jobs,” the College Group gives people the skills, knowledge and confidence to reach their full potential and develop the expertise and skill-set of the wider region.

Incorporating **Stockton Riverside College (Teesdale campus), Redcar & Cleveland College, Bede Sixth Form College, The Skills Academy** and **NETA Training Group**, the group offers a wide range of vocational courses, A-levels, apprenticeships, traineeships, Higher Education and professional courses. The college having merged with Redcar and Cleveland College in August 2018 received an OFSTED monitoring visit, and was graded as having achieved ‘significant progress in 4 out of the 5 areas. The College Group also prioritises enterprise, work experience and core employability skills, all valued by businesses. The College Group is full-college Matrix accredited and holds the Teaching Excellence Framework (TEF) Silver Award for its Higher Education. With a growing reputation, locally, regionally and nationally, for its successful emphasis on collaboration, the College Group actively builds relationships with partner

organisations from the private, public and third sectors, with the ability to offer a flexible demand-led and responsive approach. With a total of around 13,500 students studying full- time, part-time, and short courses at the College Group throughout the academic year and a team of approximately 700 staff, the College Group embeds a culture of aspiration for all.

What it's Really Like to Work Here?
Don't just take our word for it, see what a selection of colleagues have to say about working as part of Etc. by clicking the image below!

[Click here to listen to our staff!](#)



IT'S THE LITTLE THINGS THAT WE DO...

Staff survey results – what do our staff think about us?
We had a 97% response rate on our staff survey:

92%

Of staff would recommend the College Group as a good place to work

94%

Of staff would recommend the college to family and friends as a great place to study

97%

Of staff supported the strategic priorities of the College Group

95%

Felt that the college had made progress in the last 12 months

95%

Understand their role and contribution to the College Group's priorities

92%

Felt that Senior Leaders are aware of the College Group's strengths and areas for development



BETTER HEALTH AT WORK

The Group is part of the Better Health at Work Award Scheme. Workplace Health is an important and integral part of the regional public health strategy and we treat it seriously, we are working hard to provide health and well-being opportunities for those that wish to become involved. As part of the Better Health at Work Award Scheme the College Group's were awarded Silver in January 2019 and are currently working towards the Gold award.



The
Better Health
at Work Award
Silver Award

The Fitbit loan scheme

Is part of the College Group's overall health and well-being strategy. Employees can loan a free Fitbit for a one week – one month period. This allows employees to monitor and track sleep, water intake and steps, and to decide whether they wish to invest in a Fitbit or similar device themselves.

Christmas Staff Seminar

All our colleagues from all sites gather annually for our Christmas seminar before the close of the autumn term. The college Senior Leadership team provide updates on the college in amongst musical performances from students and the chance to indulge in some Christmas hospitality. A great way to sign off before Christmas and a day to really fuel the Christmas mood. We also hold a 'Staff Awards' each year and categories include;

- Outstanding Innovation in Learning and Teaching
- Rising Star
- Unsung Hero
- Exceptional Team Member
- Exceptional Contribution to the Student Experience
- Outstanding Leadership
- Employee of the year



Staff Association

The staff association is a college-wide facility that provides fun activities for all college staff. It is run by a group of staff from across the organisation and raises funds to pay for a wide range of social events including our summer and Christmas parties...they aren't to be missed!

And that's not all ...

We regularly run campaigns/events to support raising awareness of mental health at work. In the summer months we have a lunch time walking group to promote better health at the Group. We also host external partners to raise awareness of health and well-being such as the Coppafeel, breast cancer awareness charity.



We truly value our staff and through our Staff Association and staff surveys are always looking for new ideas to make Etc. a great place to work.

WHAT OUR STAFF SAY ABOUT US...

“Excellent place to work where staff feel valued.”

“Lovely place to work. the support staff are friendly and helpful, and the students are lovely.”

“The team is very supportive and works well together towards providing the best possible outcomes for our students.”

“The college is a friendly place to work and respects peoples differences and abilities.”

“I cannot recommend the college enough as an excellent place to work and feel safe.”

“Good team environment, with all staff supporting each other.”

BENEFITS AND REWARDS

Thanking-you rewards

The thanking-you rewards benefit platform gives you access to many money saving offers and discounts at local and national retailers, including supermarkets. We offer all staff access to our staff discount rewards site which can save up to £1,000 every year on your purchases at hundreds of popular retailers, including IT equipment, external gym membership, spa treatments, bars, restaurants and even your food shop.



Durham Queens Campus University Gym

Employee Assistance Programme

The Employee Assistance Programme is a free confidential helpline available to our staff, offering individual telephone support and counselling 24/7, 365 days a year. Visit www.bhsf.terc ltd.co.uk/UK/ for more information.

Pension Schemes

We offer three different pension schemes – which scheme you are in will depend on whether you are in a teaching or support role. For further information visit the Teachers' Pensions website, visit the Local Government Pension Scheme website or National Employment Saving Trust.

Annual Leave

We know how hard our staff work and we believe our generous annual leave entitlement gives staff the opportunity to have a good work life balance. We offer a holiday entitlement up to 35 days per year for support staff and up to 42 days for teaching staff for you to enjoy.

Cycle to work scheme

We offer a cycle scheme which lets you pay for a bicycle and cycling safety equipment to enable you to commute to and from work directly from your salary, meaning you can spread the cost of brand new equipment. Visit www.bike2workscheme.co.uk/ for more information.



BHSF Employee Benefits Limited is authorised and regulated by the Financial Conduct Authority.



Our River Tees location is very popular with the lunch time walking group.



Contact us:

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