

CCG

Chichester
College
Group



STAFF BENEFITS



STAFF BENEFITS

2

HEALTH & WELLBEING

5

FACILITIES

3

SALARY SACRIFICE

6

DISCOUNTS

4

ENGAGEMENT

7

STAFF BENEFITS

ANNUAL LEAVE & CHRISTMAS CLOSURE

Holiday entitlements vary between 25-30 days for support staff and 40 days for teaching staff plus bank holidays.

In addition, the College is normally closed between Christmas and New Year and staff are not required to take this from their holiday allowance. Staff can also purchase annual leave.

FAMILY FRIENDLY POLICIES

We prioritise policies that support a healthy work-life balance for our staff, ensuring they can fully engage in both their professional responsibilities and cherished family moments. There is discounted childcare through our First Steps Childcare day nurseries.

PROFESSIONAL DEVELOPMENT

We are committed to continuous learning and growth, providing extensive professional development opportunities to empower our staff and enhance their skills, knowledge, and career.

AWARDS

Staff Stars, Chair of Governors, Inspiration and long service awards are given for timely and meaningful recognition to staff on a termly basis.

MAKE A DIFFERENCE

We have the ability to change lives through outstanding teaching, teaching support and effective business support staff.

PENSION

Teachers pension: staff pay in around **7%-11%** and the college contributes **23.68%**.

For LGPS staff contribute around **5%-12%** and the college contribute **20.7%**.

FACILITIES

SALONS

Discounts at our state-of-the-art salons.

ON SITE CAFE & RESTAURANTS

Inviting and discounted cafes and restaurants.

LIBRARIES & ONLINE RESOURCES

Access to extensive libraries and robust online resources, empowering you with a wealth of knowledge, research materials, and educational tools.

DOG GROOMING

Brinsbury College has a dog grooming parlour where all breeds are welcome, which you can take advantage of.



We have seven colleges, Anglia Examinations, First Steps Childcare Group, Chichester English School and 2,600 staff spread across West Sussex and Brighton & Hove.

SHOWS

Celebrate the creativity and talent of our students by attending enriching showcases of their skills and passions through captivating student shows.



DISCOUNT SCHEMES



TOTUM CARD

Enjoy significant savings on a wide range of products, services, and experiences, enhancing their overall financial security and quality of life.

UNiDAYS

UNIDAYS & STUDENT BEANS

Enjoy exclusive savings on various products and services, ensuring you receive the perks typically available to students.

discounts for teachers

DISCOUNT FOR TEACHERS

Enjoy exclusive savings on a wide range of products and services.



EASIT

This annual card will give you discounts such as rail travel of up to 15% across the Southern and South Western Railway network.

Schroders

SCHRODERS

Get free impartial, financial advice through Schroders.

boundless

BOUNDLESS

Boundless is a membership club for public sector and civil service staff, delivering amazing experiences and unforgettable days out, plus a range of fantastic savings.

HEALTH & WELLBEING

WELLBEING HUB

Providing a supportive and nurturing environment where you can access a wealth of resources, guidance, and activities aimed at promoting physical, mental, and emotional well-being.

GYM ACCESS & DISCOUNTS

Our facilities provide a range of free and discounted on-site gyms. There is also discounts for some local gyms.

MONEY OFF OPTICIANS

PC users are entitled to free eye tests and money off prescriptions.

PAID FIRST AIDERS

Staff required to be first aiders receive a monthly payment.

INFILL PLACES & FREE COURSES

Opportunities to secure places on a range of diverse adult courses.

Please refer to the wellbeing hub for more information.



STAFF ROOMS

We provide staff-only rooms across our campuses, which create a relaxing space for staff to connect and catch up with colleagues, or to have a cuppa and a bite to eat together.

ACCESS TO COUNSELLING

Access to a range of personal support programmes from 24 hour telephone to face to face sessions.

STAFF WELLNESS PROGRAMME

These classes are FREE to all staff and include exercise programmes such as yoga and bootcamp classes, to quiet campus walks.

MENTAL HEALTH AND WELLBEING STRATEGY

The key commitments the college has signed up to are outlined from the AOC Mental Health and Wellbeing Charter.



Please contact our Payroll team to discuss further

SALARY SCHEMES

SIMPLY HEALTH

Private medical health care plan from £9.22 per month.

RIDE TO WORK

Access to a wide range of bikes and equipment through our ride to work scheme.

TECH SCHEME

Employees save up to 12% on over 5,000 tech items and appliances - and spread the cost interest-free.

GYM MEMBERSHIP

Sign up to discounted gym membership and deduction through your pay.

ANNUAL LEAVE

Staff can purchase up to 10 days additional annual leave.

TRANSPORT

A range of offers and schemes available through Easit including car share, co-wheels and Enterprise.

ENGAGEMENT

CCG STAFF FORUM

We hold a termly forum chaired by the CEO to capture group wide items with representatives from the 7 colleges.

EDI TEAM

Join our Equality, Diversity & Inclusion team and foster a positive cultural climate which will allow everyone to flourish and feel valued.

CEO & PRINCIPALS QUESTION TIME

Termly on site meetings for staff to raise issues, share innovations and celebrate achievements.

ENVIRONMENT & SUSTAINABILITY

Our commitment is to reduce our carbon footprint to reach net zero emissions by 2050.

Join our green community projects.

SOCIAL AND PEER GROUPS

We have a variety of staff led groups both social and peer to support you and your interests whilst at work.

STAFF SURVEYS

It is of utmost importance that all our staff, regardless of their role or location, can voice their perspectives and contribute to our shared objectives through staff voice.

WELLBEING SURVEYS

This survey is used amongst schools and colleges across the UK and aims to delve into our collective attitude towards staff wellbeing and our group culture.

Staff engagement is crucial for our college staff to feel empowered, valued and motivated.



CHANGING LIVES THROUGH LEARNING

WHO WE ARE

We are an organisation that values its people and their wellbeing

We trust and empower our people in delivering an outstanding service

We recognise and reward our people's achievements and strengths

We develop, encourage and support our people in their professional journey

We support our teams and operate a positive, 'no blame' culture

We treat people with fairness and equity
We promote kindness, understanding and compassion

We aspire to consistently exceed expectations

We deliver excellent performance

We are creative and innovative

