

STAFF BENEFITS

Trafford College offers all employees a range of staff benefits. Some of which are listed below.

CONTRACTUAL BENEFITS

Pensions

All staff have the opportunity to join a final salary pension scheme. This means that the benefits you receive are based upon your final salary when you retire. The pension schemes also provide ill health, death in service and family benefits. Members contribute a percentage of their gross monthly salary in addition to a contribution from the College.

The Greater Manchester Pension Fund is open to all Business Support staff. Teaching staff are eligible to join the Teachers Pension Scheme

Holidays

All staff at Trafford College receive a generous leave allowance:

Teaching staff are entitled to 55 days leave (including Bank Holidays and up to five shut down days over Christmas).

Business Support staff receive 28 days leave plus Bank Holidays and up to five shut down days over Christmas.

Staff employed on management contracts receive 37 days leave plus Bank Holidays and up to five shut down days over Christmas.

NON CONTRACTUAL BENEFITS

Staff Parking

There is free on site parking at the Altrincham site, The Talbot Road site and the Technology site. (Free parking is subject to availability and is not guaranteed).

Childcare Vouchers

Trafford College is registered with Computershare Voucher Services to offer all eligible working parents the opportunity to save money on all types of registered childcare by exchanging a proportion of their monthly salary (subject to a maximum stipulated by the Government) for childcare vouchers. Participating in the voucher scheme saves eligible parents money as the exchanged proportion of salary is exempt from tax and national insurance contributions.

Employee Assistance Programme

As an employee of Trafford College you have free access to the services and benefits of the Employee Assistance Programme offered by Firstassist an independent health and wellbeing

provider. The EAP offers immediate access to a confidential 24 hour telephone counselling and wellbeing services.

Staff Development

As a leading provider of further education Trafford College is committed to developing its staff and actively encourages staff to pursue their individual professional development needs. Wherever possible and in line with business requirements, we will support individuals in gaining qualifications and undertaking with training. During the academic year the College sets aside two separate days dedicated to staff development as well as hosting a staff development week at the end of the academic year.

Staff Recognition

At the College we promote a number of staff recognition schemes which seek to acknowledge the effort and achievements of our staff. As well as Long Service Awards and retirement parties, the College runs the annual STAR Awards. This award scheme recognises outstanding practice in both the teaching and business support sections.

Simply Health

Trafford College has teamed up with Simplyhealth to offer employees the opportunity to join the Simply Cash Plan. Employees choosing to join the scheme can pay the monthly subscriptions direct from their salary on a monthly basis.

Café Retreat

Café Retreat offers everything from light snacks to freshly prepared healthy meals daily and has a designated eating area for staff to relax in.

Aspire Restaurant Bar (Altrincham Site)

Aspire Restaurant Bar is our award-winning College restaurant. Both the kitchen and the front of house service is run by current College students. The restaurant offers fine dining at an affordable price and is open to the public for both lunch and dinner. Special themed nights take place throughout the year.

One World Cafe (Talbot Road Site)

Our student run One World Cafe and Shop at the Talbot Road site offers a variety of freshly prepared hot and cold snacks.

Enhance (Altrincham Site)

Enhance Salon and Spa is a Hair, Beauty, Spa and Holistics Salon offering a wide variety of relaxing and revitalising treatments available at unbeatable prices. Treatments are provided by current students and some sessions are staffed by fully qualified employees.

Strive Fitness Suite (Altrincham Site)

Strive Fitness Suite is available for both staff and students to use on Mondays, Wednesdays and Fridays between the hours of 1-2pm and 4-6pm. Staff membership is priced competitively at just £20 and £5 will buy you 10 sessions in the Fitness Suite.