

Salary and Benefits

Annual salary will be in accordance with Sixth Form Colleges' Pay Scale. Sixth Form College sector conditions of service apply which are very similar to schools' sector arrangements. Salaries are reviewed by national negotiation with effect from 1st September each year. Progression through the pay scale is subject to acceptable annual performance appraisal.

Teaching staff are eligible to join the national Teacher's Pensions Scheme and support staff are eligible to join the national Local Government Pension Scheme.

As a member of The Sixth Form College, Colchester community you will also benefit from College facilities, including:

- On site Car parking at subsidised rates
- Electric car charging stations on site
- Two on-site refectories providing fresh, home cooked food daily
- Free tea and coffee at break time
- Staff Room with kitchen facilities
- Access to College leisure facilities, including fitness suite, five a side football pitch etc.
- Organised staff social events and end of term parties
- Employee Assistance Support – 24 hr confidential phone access
- On site College counsellor
- Wellbeing and welfare support
- Occupational Health
- Regular Wellbeing sessions e.g. Pilates, Spin classes, Mindfulness, 5 a side football tournaments, sporting events
- Wellbeing INSET such as nutrition, financial advice, craft and cookery
- Free Wi-Fi in College
- Cycle to Work scheme
- Free Microsoft 365 Software for home use

As well as many more discounts and benefits available to those working in education.

Equality and Diversity

The College is a diverse, international and multicultural community and promoting, celebrating and valuing diversity and ensuring equality is at the heart of all we do. We continue to work together to create an inclusive learning environment in which everyone is valued as an individual, has an equal opportunity to participate and is treated with dignity, fairness and respect, based solely on merits, abilities and potential. The College has active staff and student EDI groups who have worked in partnership to produce the College's statement of commitment and **Our Shared Values**. New staff members are invited and encouraged to join and participate in this forum.

Our Shared Values encompass our determination to ensure that all members of the College have an equal opportunity to maximize their potential, are valued equally and are treated with respect. We seek to ensure that in respect of both employment and education, all are provided in an environment in which diversity is valued. Every member of the College community has a responsibility for promoting **Our Shared Values** in all aspects of college life.

The College recognises the importance of the active promotion of fundamental British values in all we do. The values of democracy, rule of law, individual liberty, and mutual respect and tolerance of

different faiths and beliefs, are complemented by **Our Shared Values**. We actively celebrate, value and promote diversity, advancing equality and eliminating unlawful prejudice, harassment, victimisation and discrimination. The College is opposed to discrimination of any form, and is committed to the protection of its members from such unlawful activity.