

Benefits of Working at Middlesbrough College



Celebrating Success

- STAR awards
- Long service awards
- Exceptional contribution award
- Thrive awards

Employee Assistance Program

- 24/7 Critical incident telephone support for staff and their families
- Medical Information
- Elder care & Childcare support
- Manager Consultancy & Support service
- Up to 6 sessions of telephone or online counselling per year
- Online help and advice - Issues such as: Alcohol/ Drugs, Debt, Family Issues, Bereavement, Tax, Childcare and elder care advice
- Access to our Health and Wellbeing Portal which provides 4 week programs, mini health checks, monthly webinars and fact sheets
- Access to our Health e-Hub app which provides unique content, relevant support and preventative wellness programmes
- Monthly newsletters including a topical article, wellbeing article and legal article to pass to staff to help with promotion

Employee only sessions

- Legal & Financial information
- Up to 6 sessions of face-to-face counselling per year

The service is completely confidential, free and available for staff and their families.

Pay Related Benefits

Above regional averages for:

- Pay
- Pension
- Holidays
- Adoption/ maternity/ paternity leave
- Leave of absence

- Buying / selling annual leave
- Childcare voucher scheme
- Benchmarking of terms and conditions locally
- Golden Hellos
- Market Rate Supplements
- Performance Based Incremental Progression
- NUS discount card
- Car buying discounts and EV charging – coming soon

Regular Communications

- Minimum of 2 staff conferences per year
- Principal's bulletins
- Regular meaningful team meetings
- Regular surveys
- Annual report/ strategic plan
- Bi-annual 1:1 performance reviews

Working Environment

- Modern building
- Access to affordable high quality food
- IT access from home
- Town centre proximity

One Team Atmosphere

- July conference – festival food
- Staff skills exchange
- Christmas festivities/ party
- Christmas market
- Single campus
- Common values
- Campus heart/ big screen

Start for Success

- Supportive Probationary Period
- Comprehensive induction
- Buddy scheme
- Mentoring Opportunities

Staff Support

- Confidential counselling
- Phased return to work
- Flexible or phased retirement
- Expectant parents meetings
- Stress risk assessments
- Flexible working requests
- Supportive sickness policy



Staff Health and Wellbeing

- Yoga
- Football
- Men's health
- Lifestyle machine
- Subsidised gym
- Cycle to work scheme
- Coffee and catch-up vouchers
- Free secure Cycle pods
- Mental health support
- Critical illness policy
- Physiotherapy service (MC Therapy)
- Staff well being events / initiatives
- Flu vaccine
- Health needs assessment
- Health plan (Simplyhealth)
- Occupational health
- Occupational counselling
- Health screenings including prostate testing, cholesterol and pre menopause

Active Staff Voice

- Monthly JCNC
- Staff council
- Staff suggestion scheme
- Ad-hoc staff working groups
- Employee networks (BAME, Disability LGBTQ+)

Staff Development

- Extensive staff development opportunities
- Staff development days
- Mentoring Opportunities
- Mentor scheme
- Professional updating
- Performance Reviews & Career Planning
- Management development program
- Online portal available 24/7 with extensive content options
- Good career progression opportunities

Transport

- Subsidised car parking
- Accessible by train
- Cycle to work scheme/ free secure cycle pods
- Corporate season rail card
- Electric vehicle charging

Flexible Working

- Flexible working available from day one
- Hybrid working policy in place

