

# WHY WORK FOR IEG?

## Staff Rewards and Wellbeing



Inspire  
Education Group



### HOLIDAY & PENSION

30 - 37  
days  
per year

Generous holiday entitlement of between **30-37 days holiday per annum** (depending on role), **plus UK bank holidays**. Part-time staff receive a pro-rata amount. There are up to **3 efficiency days** over Christmas for full-time employees.

College  
contribution  
over 2x

Access to the **Local Government Pension Scheme** (Support Staff) or the **Teachers' Pension Scheme** (Teaching Staff). The College contributes more than twice the amount of staff contributions. Both schemes include life assurance and death in service benefits.

### DEVELOPMENT



#### Annual Reviews

Annual  
Personal  
Development  
Reviews  
(PDR).



#### Progression

Opportunities for  
career progression  
and to apply for  
sponsorship  
for HE/professional  
qualifications.



#### Training

On-site and external  
professional  
development and  
training and  
support with  
teacher training.



#### Financial Support

Apply for  
financial  
support to  
further your  
development.

## HEALTH & WELLBEING

We value our people and are keen to offer all the help and support they need in managing their health and wellbeing.

<b>Employee Assistance Programme</b>	Providing comprehensive support for personal and professional problems and access to a wide range of wellbeing resources and programmes.
<b>Fitness</b>	Fully equipped fitness suites at both campuses. We are also members of the 'Cycle to Work Scheme'.
<b>Sick Pay</b>	Occupational sick pay schemes over and above statutory payments.
<b>Parental Benefits</b>	Generous occupational maternity and adoption benefits available along with up to 12 months off work. Access to paternity and shared parental leave scheme. Childcare vouchers.
<b>Occupational Health</b>	Occupational health consultants, support and advice available.
<b>Disability Confident Employer</b>	Supporting staff with disabilities including reasonable adjustments to help you do your job.
<b>Health Checks</b>	Relevant to your role, access to hearing and lung function tests and free eye sight tests for regular PC users.
<b>Flexible Working</b>	We offer part-time, term-time only and flexible working opportunities and a process for considering requests for flexible working patterns to help you balance work and other aspects of your life.
<b>Supporting Wellbeing Developing Resilience</b>	Support for staff affected by stress at work, access to a free counselling helpline, 'Time to Care' events, access to a cross-group chaplaincy service and the wellbeing team.
<b>Staff Rewards and Recognition</b>	Awards and vouchers, annual awards ceremony, instant recognition scheme.
<b>Promoting Mental Health Awareness</b>	Mental health and stress awareness training and resources, Mental Health First Aid training (MHFA).
<b>Inclusive Culture</b>	Celebrating and advancing Equality, Diversity and Inclusion for all.

## ON-SITE FACILITIES

In addition to our on-site salons restaurants and food outlets, we offer staff access to our;

- **'Outstanding' Nursery (Peterborough campus)**
- **Well stocked library (and access to the BorrowBox app)**
- **Free on-site parking**
- **Multi-faith room**
- **Fitness suites**



**GALLERY**  
Kitchen

Hair & Beauty Salon  
**Inspire**

**STAMFORD**  
FITNESS

*Parcs* RESTAURANT

*Revive*  
HAIR & BEAUTY

lifestylefitness.co.uk