**EMPLOYEE BENEFITS PACKAGE**

The benefits available to all staff employed at WM College include the following:

* Competitive salary, paid monthly
* Contributory group personal pension scheme (Aviva), for non-teaching staff with contribution rates of 2.4% net from employee and 5% from employer and for teaching staff contributions are made to the Teachers Pension scheme.
* Generous annual leave entitlement
* Interest free season ticket loan
* Full CPD programme reflecting individual needs and aspirations including all staff wellbeing activities scheduled several times a year
* Cycle to work scheme
* Eye Care Policy which includes a free eye test every two years and up to £45 contribution towards glasses.
* 50% discount on most College classes (terms and conditions apply) - <https://www.wmcollege.ac.uk/courses/>
* Our online Employee Assistance Programme – *LifeWorks* – which offers staff free 24hr confidential support and resources on issues such as mental health, work, money, family etc.
* Death in service benefit insurance (providing 2 x salary cover)
* Family friendly HR policies including Dependants Leave, Compassionate Leave, Parental Leave and a generous Maternity Leave policy.