



# Thrive

**At South Gloucestershire and Stroud College**

*We support your wellbeing...empowering you to help others achieve more*



# Your Wellness. Our Commitment.

## **Supporting you, to make a difference to the lives of others.**

SGS is not just a workplace, but a community that values and respects diversity in all its forms. Our doors are open to people from all walks of life, celebrating different heritages, cultures and backgrounds.

Our mission is to positively change people's lives and add value to the social and economic well-being of our communities. We do this by providing high-quality, innovative, accessible education and training in a friendly culture of mutual respect and support.

None of this would be possible without our staff. Every member of the team plays a vital role in shaping the lives of others, fostering growth, and creating an environment where knowledge and compassion flourish.

We therefore take your wellbeing extremely seriously – the more support we give you the greater the contribution you can make to our students. A happy and healthy team is the key to our success.

This brochure sets out the programs, benefits and resources that we provide to encourage staff members to thrive both professionally and personally.

Many of our staff have been with us for years, a testament to the loyalty and dedication that we both share and cherish. This inspires us to continuously evolve and improve our wellness initiatives.

The better you feel about yourself, the bigger the difference you'll be able to make to the lives of others. That's why we are so committed to your wellbeing!



# Emotional Wellbeing

We prioritise your mental health and personal development by providing a range of supportive measures which will help you cope with the particular challenges frequently encountered in the education sector.

These include regular one-to-one sessions with managers for open communication and problem-solving, alongside continuous personal development opportunities to foster reflection, growth and job satisfaction.

We also offer dedicated mental health support, stress management and insomnia workshops and online courses to help you overcome professional and personal challenges with resilience.



## Personal and professional development

### One-to-one check-in sessions (minimum of termly)

We encourage regular, open dialogue with your manager, ensuring at least one check-in session per term. This helps with problem-solving, discussing concerns, and seeking further support as well as one-to-one professional development reviews with the Professional Development Team.

### Buddy system for new employees

New staff are paired with experienced colleagues for guidance and support.

### Continuous personal development

Engage in team-building activities and access individual CPD opportunities for both professional and personal enrichment. Discover our array of free courses! For more information, please reach out to our Professional Development Team at [professionaldevelopment@sgscol.ac.uk](mailto:professionaldevelopment@sgscol.ac.uk).

### Annual reflection

Annual job review for clear role understanding, exploring promotion opportunities, and self-reflection to boost motivation and satisfaction.

### Annual wellbeing development

Choose from a variety of unique skill-sharing and wellbeing sessions each year.

## Comprehensive mental wellbeing support

### One-to-one counselling sessions

Confidential counselling support, with up to 6 sessions funded by the college. Access to these sessions are via a referral basis. Please contact HR for more information, all contact is strictly confidential for your reassurance.

### One-to-one coaching sessions

Solution focused coaching. A powerful combination of psychotherapy and coaching techniques for mental wellness. Up to 4 sessions funded by the college.

### Online coaching (recorded videos)

Expert-led sessions on how to overcome insomnia as well as stress and anxiety management. All pre-recorded for instant access and for you to watch in the comfort of your own home. Book a one-to-one power hour session for additional support (subject to availability).

### Group workshops

Participate in workshops to discover strategies in managing stress, navigating the menopause transition, overcoming insomnia and more!

### Wellbeing risk assessment

Comprehensive assessments to identify any wellbeing risks, with referrals to specialist help when needed.

### Access to TogetherAll

Free access to our online community platform, offering a supportive space for mental health wellbeing.

### Occupational health

Access to occupational health to ensure your workplace wellbeing.

### Mental health first aiders

Trained colleagues are available on-site to provide initial support and guidance.

## A community that's always there for you

### Internal supervision

Supervision provided by our Student Wellbeing Team on request for extra support.

### Termly employee forums

Voice your ideas and contribute to change in these lively staff forums, based on campus.

### Staff community support groups

Join groups that celebrate and promote equality, diversity and inclusivity; LGBTQ+, REACH (Racial Equality and Cultural Heritage) and Sustainability groups and more.

### Dedicated representatives for Trade Unions

Collaborate with UCU and Unison representatives who provide a range of support. Membership details are available upon request.



# Physical Wellbeing

We believe that physical wellbeing is the foundation of a fulfilling life and a productive career. Our range of physical wellness benefits is designed to encourage an active lifestyle, foster community engagement and help you enjoy a healthy work-life balance.

From facilities and programs that make staying fit accessible and enjoyable, to team events that combine physical activity with social connection, we're committed to supporting your physical health in every way we can. Embrace the opportunities we offer to energise your body and enrich your life, both on and off campus.



## So many ways to get more active!

### **Cycle to Work Scheme**

Take advantage of our scheme to purchase a bicycle tax-free, promoting a healthier commute and environmental consciousness.

### **Gym membership discount scheme**

Access discounted memberships to local gyms, making it easier and more affordable to stay fit and healthy.

### **Use of on-site gym (WISE Campus)**

Enjoy the convenience of our free on-site gym facilities, or our outdoor running track, all equipped to support your fitness goals right at the workplace.

### **SGS Active**

Engage in staff exercise classes, both online and on-site, as part of our program designed to keep you active and energised.

### **Clubs, support groups and workshops**

Join groups such as the Menopause Support Group, or the Men's Mental Health Group, as well as various hobby-based staff clubs and creativity for wellbeing... all fostering community and personal interests.

## It's more fun when you're part of a team

### **Fundraising team events**

Get involved in charity events, a fun way to stay active, support good causes, and build friendships within the college community.

### **Annual team days**

Participate in community service days, a fulfilling experience that not only contributes to the community but also boosts your well-being.

### **Access to college resources**

Let the college support you with your fundraising event by gaining access to college resources.

## Enjoy life to the full

### **Long holidays! Including a two week shutdown at Christmas!**

We value your time with loved ones and your need to explore, offering a generous holiday allowance and a mandatory 2-week break during Christmas where the whole site closes.

### **Buy additional holiday**

For those special trips or extended breaks, take advantage of the option to buy holiday days, extending your time for an extended break and adventure.



# Financial Wellbeing

We understand that having healthy finances plays a big part in your overall wellbeing. Our comprehensive financial support programs are designed to provide security, peace of mind and convenience, reflecting our deep commitment to your financial health.

From generous pension schemes and supportive measures in times of need, to practical perks that make everyday living more affordable, we've got you covered.

## Four BIG financial benefits

### Pension Schemes

Benefit from our generous pension schemes. Teachers can join the Teachers' Pension Scheme, while other staff are eligible for the Local Government Pension Scheme. Both offer excellent employer contributions and terms for your financial security. This includes an 'In-Service Survivor Grant' feature, where the pension scheme provides a significant payout to your nominated beneficiary in the event of an untimely passing, ensuring peace of mind.

### Generous Holiday Allowance

Enjoy ample time to rest and recharge. Teachers receive 39 days plus 6 self-elected subject updating days. Managers get 35 days, and corporate staff start with 25 days, increasing by 5 days after 5 years, plus staff development days.

### Pay Progression Scheme (Teaching Staff)

Teachers can advance their pay by meeting professional standards and sharing best practices, rewarding your dedication to excellence in education.

## Making it easier to manage your money

### Financial Management Courses

Enhance your financial literacy with courses on managing finances, budgeting and planning, designed to empower you to make informed financial decisions.

### Save, borrow or consolidate costly debts with Salary Finance

Access financial tools like salary-linked savings, real-time earnings access, and simple, lower-cost borrowing options. Enjoy ease of access, more control and great value, irrespective of income or credit score, with our ethical provider.

### Buying made easier through Eden Red Reward Gateway

Purchase items like smartphones or essential goods directly from your salary, via My Lifestyle Employee Benefits. This scheme includes discounted shopping, a cycle-to-work program, and a technology salary sacrifice\*.

\*SGS does not provide financial advice. Financial services are provided by a third party.

### Enjoy discounts and save money!

Save on a wide range of items from groceries to technology with mydiscounts, offering deals from brands like John Lewis, Marks and Spencer, and Argos... and many more!

### Tech Scheme for Household Essentials

In case of unexpected household needs, i.e. a broken washing machine, our Tech Scheme allows you to purchase a replacement with the cost conveniently spread over monthly salary deductions, making such purchases manageable.

## Extra perks that make your money go further

Benefit from free annual eye tests, glasses lenses contributions, discounted public bus travel, Unidays and Student Beans access, free parking at most campuses, and subsidised onsite catering (at larger sites), including Starbucks at most campuses.



**sgs**

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**[www.sgscol.ac.uk](http://www.sgscol.ac.uk)**