

What We Offer You – Rewards and Benefits

We offer one of the best reward and benefits packages in the further education sector. Lambeth College employees are entitled to the following range of competitive benefits:

Salary

LECTURER
Spine points 23 – 37 £26,148 - £38,052 (Qualification bar at sp 29)

PROGRAMME CO-ORDINATOR £42,500 - £44,000

SUPPORT STAFF (salary as advertised)

MANAGEMENT (salary as advertised)

All salaries include Inner London Weighting

Annual Leave (excluding bank holiday)

For teaching staff the leave entitlement is 42days.

For support staff the leave entitlement begins at 26 days and rises with service to 34 days.

(Assessors/Verifiers the leave entitlement begins at 30 days and rises with service to 34 days.)

For management positions on management terms and conditions the leave entitlement is 35 days.

Pension

Teaching and curriculum based Management staff are eligible to join the Teachers' Pension Scheme and all other staff the Local Government Pension Scheme, both of which offer a career average and additional voluntary contribution options.

Childcare

The College provides on-site nurseries facilities at the Clapham and Brixton Centres. The College also offers Childcare Vouchers to enable staff who are parents to benefit from significant tax and National Insurance savings on childcare costs.

Travel

All College Centres have excellent public transport links and are outside of congestion charging zones. Annual season ticket and bike loans are available, subject to eligibility.

Staffing Training

We have an extensive programme of training and development offering opportunities for all staff to enhance their current skills, increase their knowledge base and expertise, and improve competence in and application of IT in their roles. Workshops range from curriculum and professional development through to managerial skills and accredited IT training.

It is a requirement of the College that lecturers are fully qualified to teach in Further Education. The College provides in-house teacher training as well as sponsoring study at HE institutions in order to help staff achieve this.

Staff can apply for a Study Award to contribute to the cost of achieving a work-related academic or professional qualification. Staff are also entitled to one free accredited course per year from the College's own portfolio (if relevant to job role).

Leadership & Professional Development

Lambeth College is keen to promote lifelong learning and personal development for employees. The College provides training and development opportunities to equip our managers with the leadership qualities to lead and develop their own services and teams, and to support the strategic and operational goals and direction of the College.

Health & Welfare

As part of encouraging the health and wellbeing of employees the College has a number of initiatives and schemes to promote a balanced and healthy lifestyle. Health assessments are provided via occupational health services; Access to Work support is offered for staff with disabilities and an external Employee Assistance Helpline is available to staff.

College Canteen Facilities

All Centres offer canteen facilities and the menus are designed to reflect all tastes and cultures. The canteens support our healthy lifestyle campaigns.

The College also has an on-site restaurant, hair salon and treatment rooms which are open to the public and available for staff to use.