

EMPLOYEE PLEDGE



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Chief Executive Officer & Principal



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A LOVE OF LEARNING

At Barnet and Southgate College, we foster and promote a love of learning for staff and our students. At Barnet and Southgate College, we Love to Learn.

At Barnet and Southgate College, we strive to provide our students with consistently high-quality learning and wider personal development experiences throughout their time with us. We do this in a safe and inclusive environment that promotes and celebrates individual success and high aspirations for all.

We recognise that in seeking to deliver this, our staff are our most valuable asset.

We will create a people centred community and provide all our staff with

- **High quality, relevant, personalised, and impactful professional development opportunities**
- **Supported opportunities to discuss individual goals, aspirations, performance and development needs.**
- **A learning community that is compassionate, positive, empathetic and inspiring.**
- **Recognition, benefits and rewards that celebrate the skills, talents and contribution of all staff**
- **A commitment to caring about your welfare and wellbeing, supporting a healthy work / life balance**
- **A welcoming, inclusive, ambitious, high quality and well-resourced working environment.**
- **A work ethic rooted in equality, trust, honesty, fairness, respect, and transparency.**
- **Genuine opportunities to contribute, share ideas, innovate and influence.**
- **A collaborative community that empowers and enables individuals to succeed, promotes diverse thinking, nurtures curiosity and where success is owned by everyone**

We seek to create an environment where curiosity and learning are the foundations of all our work and where a solutions focused approach generates and harnesses creative and innovative thinking. We seek to create opportunities for staff to engage in relevant professional dialogue about the craft of teaching, learning and assessment and where support staff feel equally able to continually reflect on and develop their professional practice and the vital contributions they make to our students' experiences.

We want all staff to feel proud of their work, the difference they make to our students and the fact that they are an employee at Barnet and Southgate College.

At Barnet and Southgate College, we are on a journey – a journey to be exceptional in all we do. The journey is destination-free – it's a constant supportive, collaborative, ambitious and challenging cycle of learning, development and innovation.

The success of our journey is entirely dependent on the talented staff we employ.

This document seeks to outline the range of approaches we will take to continually value and create benefit for our most important asset – our staff.



LEARNING & DEVELOPMENT OPPORTUNITIES

For us learning is an integral part of organisational development, and we love to enable growth and share success. We have dedicated teams that bring learning closer to each job role and your voice will be equally important in creating your learning journey. Whether you are teaching staff or part of the business departments, as part of the College, you will receive outstanding learning and development opportunities.

From the first day you will be on a learning path from our onboarding program towards mentoring and leadership programs. You will also be able to attend conferences, external certifications, constantly pursue new understanding, reflect, and give feedback to the community.



BENEFITS & REWARDS

Annual Leave

The College offers employees a generous holiday allowance starting from 26 days annual leave for support staff and 55 days annual leave for our academic staff plus bank holidays.

Taking Teaching Further (National Initiative)

An early career support package would be available for eligible successful candidates to support new Teachers in all T Level pathway subjects and Maths, English and SEND subjects.

[Please click this link for further details.](#)

Levelling Up Premium Payments For FE Teachers

Levelling up premium payments are available for eligible successful candidates in specific subjects as outlined on the government link.

[Please click here for more information.](#)

Professional Development Opportunities

CPD opportunities such as annual Staff Development Days and access to our learning portal 'Evolve' offering college wide and team focussed development opportunities.

Annual Incremental Raises

Following successful completion of the probation period, you are eligible for annual incremental raises within your salary band.

Staff Committees

Opportunity to take part in our Welfare and Wellbeing Committee and the EDI Committee to share views and engage in implementing strategies to enhance employee welfare and promote a healthy working environment.

Sick Pay

As a staff member, you are entitled to the college's sick pay entitlement scheme, subject to terms and conditions such as length of service and length of absence.

Pension Schemes

Automatic enrolment to the Teachers' Pension Scheme or Local Government Pension Scheme.

Annual Season Ticket Loans

An annual season ticket can save employees around two months in travel cost per year, costing the equivalent of 10 months for 12 month's travel.

Cycle To Work Scheme

The scheme is an incentive for staff, offering tax free bikes through independent bike shops and is run by Cyclescheme Ltd. You can get a tax-free bike, which for most people means they save around 32% of the cost for a new bike!

Employee Support Helpline

The Employee Assistance Helpline can be contacted 24 hours a day, 7 days a week. They are able to lend a sympathetic ear, offer practical and professional advice on a wide range of work related, personal or family problems.

Eye Tests For DSE Users

The College will refund the cost of regular eye tests for staff that use Display Screen Equipment regularly as part of their duties.

Flu Vouchers

We offer established staff a free flu vaccination voucher to take to a large range of local high street pharmacies.

Gym Facilities

Our Sports Centre at Southgate Campus is available for all staff with cardio, strength and conditioning equipment. These facilities are available Monday to Friday including access to the sports hall subject to availability.

Hair Salon Services And Beauty Treatments

A range of competitively-priced hairdressing services are accessible at our Colindale Campus. Regularly providing special staff offers which is convenient during lunch hours or after work.

GUIDING PRINCIPLES

UNITED

We are one team, we actively build positive relationships and we know we work best when we work together.

COURAGEOUS

We encourage and invite new ideas, we welcome professional challenge and we see setbacks as an opportunity to learn.

CURIOUS

We question, we seek to understand, we value learning over being right.

INCLUSIVE

Everyone is welcome, everyone is equal. We challenge discrimination, always. We appreciate and benefit from diverse thinking, diverse perspectives and the collective wisdom of our teams.

TRANSPARENT

We share thoughts and ideas honestly and respectfully without fear of negative repercussions. We speak up when we see things that aren't right.

RESPECTFUL

We treat everyone equally, we appreciate everyone, we are considerate and show due regard for each other.

POSITIVE

We assume positive intent and seek to solve problems and challenges, not contribute to them.

RESPONSIBLE

We take responsibility for the impact of our actions, and we never pass the blame.

MEASURED

We demonstrate positive behaviours, even when under pressure.

PROUD

We recognise and openly celebrate the great things that happen here.



CAMPUSES & TRANSPORT LINKS

BARNET CAMPUS

Wood Street, Barnet, EN5 4AZ

Our Barnet Campus is located within a short distance of High Barnet tube station (Northern Line, Zone 5) and is close to an array of bus stops for routes such as 34, 84, 107, 184, 234, 263, 307, 326, 384, 389.

To arrive by car, the campus is close to exit 23 off the M25. It is only an hour drive from Milton Keynes, Bedford, Bexleyheath and Slough as well as half an hour from Watford, Luton and Stevenage.

SOUTHGATE CAMPUS

High Street, Southgate, N14 6BS

Our Southgate Campus is within close proximity to Southgate tube station (Piccadilly Line, Zone 4) and bus station which services routes such as W6, W9, 121, 298, 299, 382.

To arrive by car, the campus is close to exit 24/25 off the M25. It is just over an hour drive from Milton Keynes, Bedford, Slough and Bexleyheath as well as half an hour from Luton and 45 mins from Stevenage.

COLINDALE CAMPUS

7 Bristol Avenue, London, NW9 4BR

Our Colindale Campus is a short 5-minute walk from Colindale tube station (Northern Line, Zone 4) as well as Mill Hill Broadway station (Thameslink). It is also close to bus stops for routes such as 113, 186, 204, 221, 302, 303 and 382.

EDMONTON GREEN CAMPUS

**2nd Floor, 23 St. George's Chambers,
South Mall, Edmonton Green, London, N9 0TS**

Our Edmonton Green Campus is based within the Edmonton Green Shopping Centre. It is opposite the Edmonton Green Train Station (Greater Anglia) as well as nearby to bus stops for routes such as 102, 144, 149, 191, 192, 259, 279, 349, 491, W6 and W8.



