

ual:

Staff Benefits

The University offers a broad range of benefits to recognise and reward the contribution our staff make to our success.



Your Pension

There are three pension schemes operating within the University:

Teachers' Pension Scheme (Academic and Research Staff)

www.teacherspensions.co.uk

The Local Government Pension Scheme (Professional and Support Staff)

www.lpfa.org.uk

The Universities Superannuation Scheme (available only to previous USS members)

www.usshq.co.uk



In relation to the University's terms and conditions of employment, it is one of the most important and valuable benefits available to you. Under the terms and conditions of these schemes you will be **automatically enrolled** in either the TP or LGPS. If you have any questions please call the UAL Pensions Team: 020 7514 8598/7952



Annual Leave

University employees enjoy a generous annual leave allowance in addition to the statutory bank/national holidays.



Staff Development Opportunities

The Development & Learning team offer a service based on a commitment to inclusivity, the notion of lifelong learning, and a belief in continuous improvement.



Flexible Working

A number of supportive policies aid work-life balance and create a family-friendly workplace at the University of the Arts London. These include home-working and policies on special leave.



Family Friendly

The University operates a generous maternity, paternity and adoption leave package which is more favourable than statutory requirements. We also offer a Child Care Voucher Scheme for members of staff with children.



Season Ticket and Computer Loans

An interest free loan is available for staff to buy an annual rail, London underground, bus or other season ticket with a recognised transport operator for your journey to and from work. Employees are also eligible to apply for a Computer Loan upon successful completion of their probationary period.



Wellbeing

The University offers a number of benefits including:

- Health and Fitness Services
- Cycle to Work Scheme
- Employee Counselling and Support
- Eye Care Voucher Scheme



Loyalty Awards

The University recognises the commitment and passion of its long serving staff through Loyalty Awards.



Free Places on Short Art Courses

University staff can study on one of UAL's short courses for free whenever a course is undersubscribed.



On Site Catering Facilities

Many of our sites offer discounted food and drink for staff.



Employee Assistance Programme

Our employee assistance programme, 'Confidential Care', is an advisory and counselling service, free to all UAL employees and completely confidential.

Available 24 hours a day, 7 days a week, 'Confidential Care' gives you access to professional support services, offering emotional, psychological and practical help, ranging from face to face counselling to information and advice teams who will support you through a wide range of personal and working related issues, including stress, depression, financial problems, legal issues, relationship issues and much more. For more information about this service visit our website.



Discounts on Private Health Care

Staff also have access to private health care insurance schemes specially discounted for staff in the education sector, provided through Bupa and AXA. For more information visit our website.

Additional Information



Visit our Website

You can find all our library of policies and procedures on our website www.arts.ac.uk/humanresources. You can also sign up to our blog www.ualhrnews.wordpress.com



Disabled Staff

The University is committed to making reasonable workplace adjustments to the working arrangements of disabled staff so that there is every opportunity to participate fully in the workplace. If you wish to discuss particular arrangements or any concerns with your new line manager before you join us, please let us know.

To help us fund any reasonable adjustments please contact Access to Work on **020 8426 3110** as soon as possible to make an application for an assessment. They can fund up to 100% of eligible adjustments providing they are contacted within six weeks of your appointment. *Jobcentre Plus, Access to Work Operational Support Unit, Nine Elms Lane, London SW95 9BH*



Staff Charter

The University is committed to valuing, supporting and treating all staff with respect. Our Staff Charter is available on our website and sets out a code of behaviour in which there is a zero tolerance approach to discrimination and all forms of bullying and harassment. It is the responsibility of all staff to uphold the values and principles.



Staff Networks

We have a number of diverse staff networks which draw together experiences and expertise to help inform and influence positive change for the University as a whole.

<http://www.arts.ac.uk/about-ual/diversity/staff-diversity/>



Equal Opportunities

Diversity, individuality and equality of opportunity are part of the University's core values.

<http://www.arts.ac.uk/study-at-ual/academic-regulations/student-regulations/equal-opportunities/>



Bribery Act 2011

The University has zero tolerance of bribery and corruption. For more information on your responsibilities, policy and guidance please visit our website.