



Edge Hill  
University

THE  TIMES  
THE SUNDAY TIMES

**GOOD  
UNIVERSITY  
GUIDE  
2022**

**MODERN  
UNIVERSITY  
OF THE YEAR**



# Rewards & Benefits Package: Support Staff



# We're here to create and harness knowledge, to deliver opportunity for everyone.

In addition to our inclusive culture, campus environment, competitive salaries, generous leave entitlement, staff development, and wellbeing, there are numerous benefits that contribute to the total reward package for staff. All of which makes Edge Hill University an excellent place to work for both existing and potential colleagues. We recognise that our staff are our greatest asset, if you do choose to come to Edge Hill University, this is a taste of what we can offer you.



**Staff Wellbeing**



**Staff Benefits**



**Professional Development**



**Pension Scheme**



**Campus Community**



**Pay Structure**



**Work Life Balance**

## Ambition

We are an ambitious University where our informed leaders, at all levels, can successfully articulate our goals, engage people in our mission and empower others to aim higher.

## Innovate

We are an innovative, modern and exciting University that always strives to realise all potential to enhance the student, staff and visitor experience.

## Evolve

We are always evolving, able to adapt, and are clear with where we are heading. We take personal responsibility in knowing what actions we need to take along the way.

## Inspire

We have an inspiring culture and an environment where people want to come to study, work, or visit because they feel listened to, part of something and able to influence.





Take a look around all 160 acres of our beautiful award-winning campus and you'll see why we pride ourselves on our working environment.



## Campus Community

Set in the heart of the North West, just a short walk from Ormskirk, Edge Hill offers a stunning work environment. Get to know our campus and explore the facilities we have to offer. It's all here. A library that's much more than bookshelves. A sports centre fit for pros in the making, first-timers, and everything in between. Sustainable green spaces, that are home to hedgehogs, lakes, and nature walks. Food outlets such as Costa Coffee and Subway, as well as an array of our own restaurants, cafes, and bakery.

Our campus is home to a thriving community of professionals who organise a variety of staff networks and groups such as; LGBTQ+, Sustainability, Caring for Carers, and Menopause Café groups, who meet regularly to bring staff together in a friendly, supportive environment to listen and provide information and advice.



Sports & Leisure



Parking\*



Food Outlets



Library



Green Spaces



Networks

\*subject to eligibility

We currently pay above the voluntary living wage recommendation for all roles across the university.



We operate a single-pay spine for all support staff with competitive rates of pay. All of our roles are evaluated to ensure equal pay measures are met and roles are assigned to the appropriate grading band.

Each year in August, you may be entitled to an annual increment to progress you through the banding until you reach the top point of your grade\*.

This pay spine is part of the national Higher Education (HE) sector pay negotiations, hence the pay spine is adjusted annually in line with the national pay award negotiated by the sector's recognised Employers' Association and recognised Trade Unions.

We also offer generous occupational sick pay from day one of your employment, which varies according to your length of continuous service.

*\*providing you have been in your role/grade for 6 months prior to 1st August*

Edge Hill University makes a significant contribution to the defined benefit pensions schemes alongside individual contributions, making them a significant part of the pay and benefits package available to staff.

Support staff are auto-enrolled into the Local Government Pension Scheme where Edge Hill currently pays a monthly employer contribution of 17.8% of your salary. After two years of contributions, you are guaranteed an income in retirement, with an opportunity to increase your contributions. Please contact our Pensions team for further information [payroll-pensions@edgehill.ac.uk](mailto:payroll-pensions@edgehill.ac.uk).

As well as providing for a pension, the scheme also makes provision for other benefits such as life cover and ill-health retirement.

Existing current members of the Universities Superannuation Scheme can choose to continue to contribute to this scheme if desired\*.

*\*subject to eligibility*



**Pension  
Scheme**



## Employee Wellbeing

The wellbeing of our staff is a top priority and, because of this, we have a dedicated wellbeing programme of support throughout each year.

This programme includes our very own Feel Good February month, where we dedicate a whole month to the wellbeing of our staff. During this time you are able to take advantage of our full calendar of events focused around staff wellbeing including happiness workshops, financial planning sessions, guest lectures as well as spending time with the therapy dogs.

Being a part of Edge Hill means you will be supported by our Occupational Health and Counselling services, and through our regular wellbeing sessions which focus on topics such as positive psychology, financial wellbeing and more.

We have an on-site multi-faith Chaplaincy which supports staff of all faith or none, helping to create our inclusive community, and a sports centre, which offers a range of fitness activities that include yoga and relaxation classes to enhance your wellbeing.

Wellbeing action plans are available to all staff. As well as this, we also have a range of additional health interventions available throughout the year such as free flu vaccinations, and health and diabetes checks.

Providing a work-life balance for our staff is important to us and in line with this, we offer generous holiday entitlements.

As a support staff member, you will receive between 22 and 29 days\* of annual leave per annum, which will be dependent on your salary grade and length of service. In addition to this, you will also receive an entitlement of 8 bank holidays and 5 extra statutory days per annum\*.

The University also operates a scheme for staff to purchase annual leave. Through the scheme, all our support staff are entitled to purchase up to 10 days additional annual leave per annum\*, subject to departmental authorisation, providing that you have passed your 12-month probation period.

We also have policies in place to support you through the various events in life that may occur such as enhanced family leave entitlements, flexible working options, a career break scheme, and a flexi-time scheme\*\*.

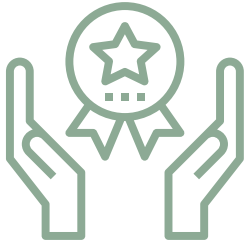
*\*Entitlements noted are pro-rata for part-time staff.*

*\*\*Dependent upon department operation/approval.*



## Work life Balance





## Staff Benefits

We recognise that our staff are our greatest asset. If you do choose to come to Edge Hill University, we can offer you a competitive benefits scheme including discounted sports and leisure memberships, a relocation and visa assistance package\* and cycle to work scheme, season ticket loans as well as discounts on the high street for supermarkets, cinema tickets, dining out, travel, sports events and more.

As well as this, we offer a range of events throughout the year to help celebrate our successes such as Feel Good February, our dedicated well-being month, an annual staff BBQ including free food and drinks, staff quizzes, and Christmas and Easter activities including pop-up markets and events.

As a staff member at Edge Hill, you can also take advantage of our guest lectures, theatre shows, free language courses, massage and sport therapist sessions, and our free bus into Ormskirk town centre.

*\*subject to eligibility*





## **We strongly encourage all our staff members to invest in themselves and their career by taking advantage of a range of learning and development opportunities.**

Throughout the year we offer a range of learning and development opportunities including a central programme of events and workshops to support your personal, professional, and team development.

Here are just some examples of the activities our staff may undertake to develop both themselves as individuals, and their teams:

- Professional and personal development
- Leadership and management development
- A research development programme
- Teaching and Learning programme
- Digital Skills programme
- Supporting Staff to support our students programme
- Coaching Skills and Mindset programme
- People Forums
- Coaching and Mentoring Scheme
- A Fee Remission Scheme
- Conference attendance
- Work shadowing opportunities
- Team development days
- Secondments

In addition to this, all colleagues participate in annual performance review which provides you with the space to identify your personal career aspirations and development goals.



## SustainNET

SustainNET is our network community, formed by individuals at Edge Hill University who are passionate about and working to advance sustainability.

Formed with the support of the Institute for Social Responsibility (ISR), it seeks to advance the sustainability agenda both on campus and in our region on four interconnected fronts, namely research, education, student engagement and local community partnership. Its main aims are to:

- Promote and advance the University's work on sustainability studies and sustainability agenda generally, within the framework of the United Nations 17 Sustainability Development Goals (SDGs – <https://sustainabledevelopment.un.org>)
- Develop and nurture inter-disciplinary collaboration on sustainability research and other forms of academic-related work at EHU
- Integrate sustainability into curriculum programmes, including continuous professional learning and in-service learning
- Establish Edge Hill University as a leading centre for sustainability studies both nationally and internationally in the longer-term
- Build ever stronger partnerships with local and other external stakeholders to achieve the above aims, and help improve the sustainability of the local region

## UN Sustainable Development Goals

In September 2015, 193 countries agreed to adopt a set of global goals to end poverty, protect the planet and ensure prosperity for all.

Click [here](#) to explore how we are contributing.



# Our approach is inclusive; we celebrate diversity and tirelessly strive to enhance the life opportunities for our staff.

At Edge Hill University, we are proud of our commitment to Equality, Diversity and Inclusion (EDI). Here's why:

We create a fair, safe, and inclusive environment for all, in which diversity is celebrated.

We diversify staff, student and independent Governor communities through focused, evidence-informed and proactive approaches to recruitment, success, and progression.

We embed responsibility and accountability for inclusive practices in all we do, through policy, systems, processes, staff development, performance development review, inclusively designed curriculum, relevant accredited frameworks and our Access and Participation Plan.

We raise awareness, confidence, understanding, familiarity and visibility of EDI, both within and beyond EHU, through focused and evaluated projects and activities.



**Inspiring  
minds and  
changing  
futures since  
1885.**