IMPERIAL

Your benefits at Imperial

Imperial College London is one of the world's leading universities, based in a diverse and exciting capital city.

Working at Imperial means that you are joining a world-class university with a mission to benefit society through enduring excellence in research and education in science, engineering, medicine and business. Knowing that our people are our biggest asset, we invest heavily in our staff and have developed a comprehensive range of benefits to support you and your family. Your benefits are part of your Total Remuneration Package – an interconnected framework encompassing all the components and benefits we use to compensate and reward our people. Your Total Remuneration Package includes your salary and pension, along with financial and non-financial benefits such as leave allowances, wellbeing support, development opportunities and employee discounts, to name a few.

Why not take a few moments to browse through the range of benefits and support initiatives available to you?

The start of your Imperial journey

We take care in the selection of our staff and are really pleased to have you with us. We hope that you will feel welcome **as you start at Imperial**. Below is some useful information to support you in your preparations for starting with us and to guide you in your first few months here:

- We always endeavour to provide our staff with relevant and up-to-date Imperial training and information, particularly around compliance, our **Values and Behaviours**, in addition to maintaining high standards of health, safety and welfare for everyone. In light of this, you are required to complete the **Imperial Essentials training** during your first six months of service which are specially designed to equip you with these skills during your induction period.
- Shortly after your start date, you will be welcomed (alongside other new starters) to our **Imperial Insights event** by our senior leaders. A series of presentations will provide an overview of the organisation and other important topic areas for you. The event then closes with an exhibition-style section, allowing you to meet existing staff and approach various departments with your questions.

Supporting you and your family

We recognise that family looks different for everyone, and so we want to ensure that our family-friendly provisions are inclusive to all. Whether you are expecting your first child, seeking childcare for your third, or a carer for other dependants, our family-friendly benefits will help you to manage all aspects of family life and maintaining a healthy work-life balance.

- Our **Early Years Education Centre** (EYEC) provides outstanding childcare and education services to children of Imperial staff, and we have also secured discounts for staff at some other **local nurseries**.
- We provide a number private rooms for nursing located across the Imperial campuses for both staff and students to utilise.
- To help **childcare cover during term time holidays**, Imperial has teamed up with SuperCamps, an Ofsted registered provider. SuperCamps offer fun and diverse indoor and outdoor activities, at Ethos sports centre (within our South Kensington campus).
- All Imperial parents can also access **The Parental Leave Portal**, which is a fully supported online platform, designed to support employees throughout the transition to parenthood and returning to work (via tailored, self-directed learning).
- With generous **family leave entitlements**, **parental leave and emergency family leave**, you'll find our benefits go significantly beyond statutory requirements.

Imperial is incredibly proud to have been named as a 'Top 10 Employer for Working Families' out of over 100 organisations for the second time in 2023/24 (whilst also being the only university to achieve this in 2020/21). For each of the previous years we have entered this benchmark, we have been named in the Top 30 list.

- We have dedicated webpages for the **Parents' Network** and the **Carers' Network** which provide all relevant policies, support initiatives and other information related to being a parent and/or carer at Imperial in one place. We also hold monthly, informal, networks for parents to provide the opportunity for to connect with fellow colleagues in similar situations. **Parents and carers workshops and webinars** are facilitated by qualified coaches to help employees with the transition to and from parental leave in addition to boosting visibility at work and maintaining a healthy work-life balance.
- We operate a **Parent Buddy Scheme** to provide you with the opportunity to be paired up with someone from Imperial who has recently gone through the same experience. Imperial also offers **Carers' support** for anyone identifying as a carer to attend work-related events taking place outside of Imperial and/or outside of core hours and/or during half term holidays.

Live well, work well

From competitively priced private health insurance to **paid eye tests every two years (if eligible)**, to an **on-site dental practice**, we've got you covered. Along with our **Occupational Health team** and **Health and Wellbeing resources**, we're working together to create a safe and healthy workplace. We recognise the importance of the wellbeing of all our people, and we are actively promoting good mental health and a healthy work-life balance.

Imperial provides a **generous annual leave entitlement**. You will receive 27 days of holiday leave per leave year in addition to mandatory leave dates. You can also purchase up to 10 additional days each leave year as well as carry over up to 5 days from a previous leave year.

Our chaplaincy offers free meditation sessions and mindfulness courses. These can help manage stress and enable you to stay on top of your life and work and improve your wellbeing.

Our employee assistance provider, **Confidential Care**, provides free and confidential information, support and counselling on a range of work and personal issues.

With a state-of-the-art **sports centre, Ethos**, at a staff-discounted rate and a range of classes and activities to keep you motivated, you can achieve your fitness goals at your workplace.

For further information on why Imperial is a great place to work, please visit our Benefits webpages: imperial.ac.uk/human-resources/benefits

Looking after your money

Interest-free loans

For travel to work purposes, you have the opportunity to apply for a **season ticket loan** of up to £10,000 to assist with your work commuting costs, or also consider applying for either the **Cycle to Work scheme** or our **Electric Vehicle salary sacrifice scheme** where you can lease a brand new electric car.

In addition to loans for travel costs, we also offer **salary advances** at the start of your employment and before you receive your first month's pay, plus loans to cover the cost of **immigration application fees**, **a study loan towards the cost of part-time study** and a **rental deposit loan scheme**.

Pension

As well as a competitive salary, Imperial offers access to one of three excellent **contributory pension schemes** to eligible staff. Your future retirement might be the last thing on your mind but considering your pension provision now could benefit you greatly when you do retire.

Both you and Imperial will contribute to your pension to give you an income in retirement along with immediate life cover, an inflation-proofed pension and long-term illness cover after the qualifying period for this has ended.

If you are a UK taxpayer, you will benefit from tax relief on your contributions and are also able to save on National Insurance (NI) by paying your contributions by a **salary sacrifice method, PensionSMART**. This saving in NI makes the cost to you much less than you may expect and increases your take-home pay.

Saving you money

Perks at Work

We are pleased to be able to offer you a great range of perks that help you save money. **Perks at Work** is our exclusive shopping portal, allowing you to save money online, in-store and via your mobile. Whether you are buying groceries, updating your wardrobe, or planning a trip, there are exclusive savings or WOWPoints available on almost all brands. You can also invite up to ten members of your family or friends to enjoy these exclusive savings too. This amazing money saving service even continues after you have left employment. **The Former Colleagues Perks at Work platform** is available if you would like to move your account and your WOWPoints onto this.

Discounts

Imperial has recently partnered with the **Discount for Teachers platform** with provides free discounts and a rewards programme designed exclusively for the Education sector. It is free to sign up and all staff (irrespective of job family can access exclusive discounts, cashback, and vouchers. We have also managed to secure discounts from **local organisations with offers** on food, museum entry fees and shopping, to name a few.

Financial Advice

Imperial has signed contracts with a range of Independent Financial Advisers (IFAs who are available to assist in reviewing your options when you need **financial advice**. Examples can include planning for your future, how to invest, or perhaps getting expert advice if you are affected by pensions tax restrictions. These firms have been assessed to ensure that they have a sound knowledge of the schemes offered at Imperial and are able to offer a complete service at a reduced rate to Imperial staff.

On Campus

Imperial has a large number of **catering outlets** offering discounts to staff on a range of food and drink. You're able to take advantage of a free parking space in the South Kensington car park at weekends, **discounted accommodation** in halls of residence during the summer months and personal **ICT service desk support**. As an Imperial employee, you can also use your login credentials to get the latest **Microsoft Office 365 software** for free (on up to five compatible, personally-owned PCs and Macs, plus five tablets, including iPad).

If you fancy broadening your knowledge or learning a new language, we have a programme of **adult evening and lunchtime classes** at discounted prices. Your friends or family can also sign up for our adult education classes in languages, the arts, humanities, or sciences at the **reduced internal rate.**

Your development

As part of its commitment to developing all members of staff, Imperial offers a wide range of training opportunities, workshops, and courses to enable your personal and professional development and help you reach your goals and objectives

The **Talent and Culture team** provide an abundance of training and development initiatives to enable you to learn the skills relevant to your role and also to develop abilities that will equip you for your career progression. On average, you are likely to spend five days per year on development activities.

Imperial is proud to offer specialised training and development opportunities aimed at **staff from under-represented groups** (and anyone who often faces particular barriers, especially in terms of career development and progression). Just some of these fantastic programmes include the Springboard Women's Development Programme, Calibre Leadership programme (for staff who identify as neurodiverse or disabled, or who have a long term physical or mental health condition), and IMPACT Development Programme (for staff who identify as being from a minority ethnic group).

To further your development, we offer partial funding for your professional development, study loans and **paid study leave**. In addition to the above, you will also engage in the **Annual Review Conversation (ARC)**, which is an opportunity for you to have a discussion with your line manager, focusing on everything you need to thrive at work.

You'll also be automatically registered with **Library Services**, meaning you can borrow books plus have access to e-books, e-journals, and databases.

Employed as a post- doctoral member of staff, Research Fellow, or Teaching Fellow?

If you are a **Research staff member** or **Teaching Fellow**, you are contractually entitled to take 10 development days per year to invest in your personal and professional development.

For Research staff – **The Early Career Research Institute** offers an extensive programme of professional skills and career development training, support and opportunities so you succeed in your current position while planning your next step.

For Teaching Fellows -**The Educational Development Unit (EDU)** and the **Centre for Higher Education Research Scholarship** (CHERS) encourage you to invest in your own development to build your skills and evidence for your career development.

Building your connections during your time here

At Imperial, there are ample opportunities to meet colleagues from all over the world. By participating in our social activities, you will make new connections with people from different backgrounds and cultures. The activities mentioned below are just a selection of what's on offer.

- If you have a little time to spare, volunteering can be a very rewarding experience. Take a look at the **Volunteering and outreach webpages** and find an area or activity that suits you.
- Join one of our many staff and student networks to meet and connect with others in similar situations to you, to champion **Equality, Diversity, and Inclusion related networks** and also to encourage collaborative working and knowledge sharing.

- Imperial marks and celebrates a range of **Equality, Diversity, and Inclusion related events** during the academic year – including Black History Month, Mental Health Awareness, Disability Awareness, Pride Month, International Women's Day and many more.
- There is a unique opportunity for staff to get hands-on with our research at the **Great Exhibition Road Festival** each June and Imperial Lates and other events throughout the year.

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www.imperial.ac.uk/human-resources/benefits