



HARTPURY
UNIVERSITY
AND COLLEGE



Staff Benefits



WORK LIFE BALANCE

We offer excellent opportunities for achieving work-life balance, including opportunities for flexible working, job share and part-time roles.



FAMILY

Enhanced maternity and adoption policy: Up to 18 weeks full pay.

Enhanced paternity policy: up to two weeks full pay.



HYBRID WORKING

Following staff feedback, we have implemented a hybrid working policy. We are a campus based residential University and College and as such the expectation is that all staff will spend some of their time on campus to ensure the student experience is not compromised. Hartpury is committed to allowing its employees to work to a hybrid model with a combination of working on campus and remotely, where possible. Hybrid working benefits your own work-life balance, but also allows us to deliver our work more effectively in the long term and support us in creating a more inclusive working environment.



HEALTH AND WELLBEING

We're committed to providing an environment that supports and encourages the wellbeing of our staff. All employees can access a comprehensive package of wellbeing initiatives and services including:

- Eye care reimbursements up to £75
- Gym membership & Sports injury clinic
- Occupational Health
- Wellbeing workshops



ANNUAL LEAVE

All Professional Services staff, 25 days per year rising to 30 days with length of service.

All Academic staff, 35 days per year.



EMPLOYEE ASSISTANCE PROGRAMME

This is a confidential and free route to emotional support for all staff, including access to counselling from our partner Health Assured. Practical advice is also available on a range of matters including debt, relationships and more.



EQUALITY, DIVERSITY AND INCLUSION

We are fully committed to sustaining a positive and mutually supportive working environment free from harassment, discrimination, bullying and victimisation where staff can work collaboratively and productively together, and where all staff are equally valued and respected.

For more information visit our [Equality, Diversity and Inclusivity website](#).



SOCIAL OPPORTUNITIES

Social opportunities enable staff to connect with the Hartpury community via events, people and places. This includes free entry to Hartpury RFC Championship and Gloucester-Hartpury Women RFC home games and a range of equine events.



DEVELOPING OUR STAFF

We have a strong commitment to providing training and development for all staff to build their skills and careers. This includes induction into the organisation and regular reviews of training and development needs.



RECOGNISING OUR STAFF

Hartpury has a range of ways of recognising the achievements of staff including:

- Employee of the Month
- Long Service Awards
- Peer-to-peer recognition platform



FINANCIAL BENEFITS

As a member of staff at Hartpury you have access to one of our generous pension schemes. There are two schemes available:



for Professional Services staff



for Academic staff

These allow you to save for the future and supported by generous employer contributions.

An external provider also provides financial advice surgeries.



DISCOUNTS AND OFFERS

Hartpury staff can access shopping discounts in several ways; by logging on to the BRAVO website or app.

Cycle to Work Scheme

This government-backed initiative enables you to save on the cost of a bicycle and safety accessories which are suitable for commuting to work. You can then make savings on the amount of Tax and National Insurance you pay.



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