



Employee Benefits

EST 1892

LSBU



At LSBU we work hard to ensure our benefits match our amazing working environment and inclusive culture.

LSBU provide a great range of benefits across a diverse range of categories, including financial wellbeing, learning opportunities and a range of discounts to help you turn your passion into purpose.

Contents

- 2 Financial Wellbeing
- 2 Leave
- 3 Health and Wellbeing
- 4 Lifestyle Benefits
- 5 Learning
- 6 LSBU Active
- 7 LSBU Campuses and Facilities
- 8 Discounts
- 9 Staff Networks
- 9 Multi-Faith Support

Financial Wellbeing

- **Pension Schemes:** We offer a flexible defined contribution pension scheme with a choice of employee contribution rates, plus employer contributions up to 10%. This also includes life insurance of up to 4 times your salary.
We also operate the Teacher's Pension Scheme (TPS) for academic staff who work within our Teaching and Research track and support the Universities Superannuation Scheme (USS) for existing members.
- **Annual Pay Increment:** All staff receive an annual increment increase (subject to performance in grades 11 and above), until the top of the grade is reached.
- **Season Ticket Loans:** Employees are able to apply for a season ticket loan to support covering the cost of travelling to and from work. You will repay the loan across 11 instalments from your salary across the year. Terms and conditions will apply.

Leave

- **Holiday:** Our holiday entitlement ranges from 26.5 days per annum for Support staff (with the ability to purchase up to 5 additional days per year) and up to 35 days for academic positions, in addition to bank holidays. We close for the Christmas period, which usually equates to three days added to your entitlement.

We also offer a range of additional/special leave to ensure you can access time off when needed most.

Health and Wellbeing

- **Employee Assistance Programme:** All employees are able to access the free employee assistance programme for advice, information, and support on all sorts of matters. An external company operates the service completely confidentially and operates 24/7.
- **Free and Confidential Counselling:** At LSBUE we offer telephone or face-to-face counselling support and advice. It is a 24-hr service and is completely confidential.
- **Free Eye Tests:** If you use a PC at work then you are entitled to free eye tests and funding towards glasses if you need them.

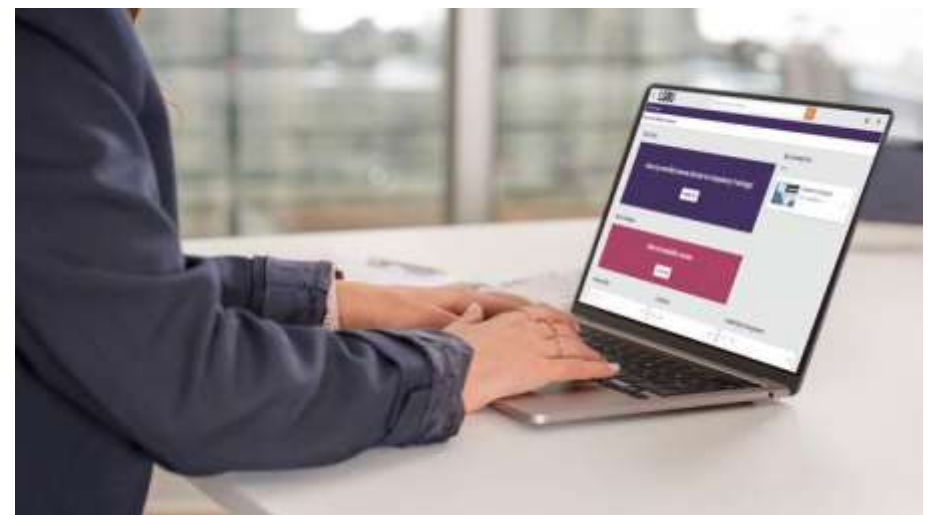
Lifestyle Benefits



- **Cycle to Work Scheme:** LSBU runs a Cycle to Work salary sacrifice scheme. Staff can choose a bike, and bike safety equipment (such as a helmet, lights, lock etc.), to the value of £1,500, from the range of 850 independent bike shops and 475 Halfords and Cycle Republic shops around the country, with many in and around London.
- **Hybrid and Flexible Working:** The majority of our roles are open to hybrid and flexible working arrangements. However, this is dependent on the duties/responsibilities of the role and will not be available for all positions.
- **Maternity, Paternity, Shared Parental and Adoption Leave:** We offer a range of enhanced leave options to ensure our staff are supported at the most important times.
- **Volunteering:** We offer staff 3 days of additional leave per year to volunteer their time to worthy causes.
- **Reward and Recognition Scheme:** We run a reward and recognition scheme to award staff who are going above and beyond in their roles.

Learning

- **Fee Waiver Scheme:** Discounts on tuition fees and time off available for courses that are relevant to your career are available to apply for.
- **Free Microsoft Office:** Eligible staff can grab one free user licence for the Microsoft Office suite (Word, PowerPoint, Excel and other applications)
- **LinkedIn Learning:** LinkedIn Learning is a library of high-quality video tutorials on a wide range of personal development, software, and business topics. Staff have full access to the learning catalogue for free.
- **Online Learning:** our new learning management system My Development has a host of online courses. This is updated regularly, so there is always a new way for you to develop your skill set.



LSBU Active

- LSBU Active offer high quality gym facilities, services, and programmes to LSBU staff. There is a 50+ station Fitness Suite, equipped with the latest Technogym Mywellness Technology for better performance. Classes include Boxing, Group Cycle, Pilates, Yoga and Zumba to name a few, these are available at exclusive, discounted rates.
- Staff can also benefit from discounted sports camps for their children on campus during the school holidays, expertly run by LSBU Active staff.
- LSBU Active provides accessible facilities and has 'Registered' status in the Inclusive Fitness Initiative (IFI) programme. We continuously work with the English Federation of Disability Sport (EFDS) to ensure disabled people can enjoy the benefits of physical activity.



LSBU Campuses and Facilities

- **Southwark Campus:** LSBU's Southwark campus is in Elephant and Castle. It is our main campus and has been our home since 1892. If you think you know Elephant and Castle, think again. £3 billion has been invested directly into the area, including a £20 million new public leisure centre, 1,693 affordable homes and 10,000 jobs, plus training and apprenticeships. It is a unique place and is without doubt one of the most up-and-coming areas in London- so be part of it.
- **Croydon Campus:** Our Croydon campus plays a key role in our mission to transform lives, communities, businesses, and society through applied education. Croydon is fast becoming one of London's largest growth centres and our new home in Electric House is the first and only university in this ambitious community.
- **Catering Facilities:** A range of onsite catering and bar facilities across our Southwark and Croydon campuses are available to students and staff, serving hot and cold dishes, sandwiches, snacks, and drinks.
- **Library Services:** We have a library on each campus – Southwark and Croydon. Between them we offer over 1000 study spaces, 120,000 electronic journals and databases, plus over 195,000 books. In our libraries you will find open-access PCs, Apple Macs, specialist software packages, laptop loans, and printers.
- **On-Campus Lockers and Showers:** Our campuses have secure lockers, cycle storage and shower/changing facilities for staff use.

Discounts

- **Discounted Therapies and Massage:** Claim your staff discounts on a range of sports and alternative therapies, including Sports Therapy, Osteopathy, Reiki, and massage. If you are rehabilitating an injury or just looking to de- stress, this is a great resource.
- **Discounted Acupuncture Treatments:** The Confucius Institute offers acupuncture and related treatments, such as moxibustion, cupping and Tuinha massage.
- **Language Courses:** The Confucius Institute offers a 10% LSBU staff discount on Mandarin lessons.
- **Student Union Discount Card:** Staff can get Totem card for student discounts. This gives discounts on a range of things such as clothes shops, restaurants, and cinemas.
- **My Lifestyle:** Is a platform where staff can take advantage of high street discounts, cashback, and reloadable vouchers.
- If you have any questions about our benefits and facilities, do contact the Rewards team on rewards@lsbu.ac.uk



Staff Networks

- Staff equality networks play a vital role at LSBU. They provide community and visibility for marginalised groups and provide a collective voice to support the design and implementation of institution-wide equality, diversity and inclusion (EDI)-related work. These create a sense of belonging and connection. Our five staff networks are:
 - **PrideNet** (LGBTQ)
 - **DNet** (Disability)
 - **Equinet** (Ethnic Minority background)
 - **Gendernet** (all genders)
 - **Carents** (Parents and Carers)

Multi-Faith Support

- The Multi-Faith Support Service is here for everyone in the LSBU Community—whether you identify with a faith or not. The team offers a listening ear, hospitality, and opportunities to learn about and engage with diverse faith traditions. We have a multi-faith room and chaplains available.

