

# IMPACT



## Together we'll shape the future

At Aston University, the future's always front and centre. The work we do here inspires practical, lasting change across industry, commerce and government – positively affecting lives across the UK and beyond. And it's why we focus time, energy and resources on making this a great place to work. Because we recognise that none of this can be done without our outstanding people, across all areas of our organisation, we have developed a rewards package few can match. We'd like to tell you about it, but first, a little about us.

## Who we are

### Passion for excellence

We're a thriving HE institution in the heart of Birmingham, but there's so much more to us than that. We've built our reputation on a passion for excellence. We have a track record of helping students – many from disadvantaged backgrounds – acquire the skills, confidence and knowledge to launch successful professional careers.

### Employability is everything

We were founded in 1895 and became a University in 1966. We have a long established research-led ethos and we're known for our world-class teaching quality and strong links to business and influential outside bodies. Over the last 20 years we have consistently been ranked as a top university for graduate employability (80th in the World and 12th in the UK according to QS Graduate Employability Rankings).

### Looking to the world

Our horizons are expansive. We're ranked the 33rd Most International University in the World and 10th in the UK (THE Most International Universities' table), as well as 11th in the UK for Student Experience (2016 Times/Sunday Times Good University Guide).

### Our locations and Facilities

We're right at the heart of Birmingham, one of Europe's liveliest and most welcoming cities, on a friendly and green 40-acre campus. While Birmingham

itself is home to world class museums and a thriving scene of culture, food and entertainment, we're just a just short distance from the countryside to give you plenty of options to explore.

On campus you'll find all the University's academic, social and accommodation facilities for our students. The campus is self-contained with accommodation, library, Careers and Employability Centre, health and welfare facilities and extensive IT facilities. Aside from these facilities the campus also has landscaped gardens, a nursery, sport facilities, Tesco, Costa, Starbucks, hairdressers and a variety of places to eat and socialise. We also have outstanding sports facilities onsite.

### Mission and Values

Our mission is to be the UK's leading university for students aspiring to succeed in business and the professions, where original research, enterprise and inspiring teaching deliver local and global impact. Our vision is that in 2023 Aston will have an international reputation for delivery of outstanding graduate outcomes, equipping business and communities with the skills for future success.

### 2018 to 2023 strategy

We're ambitious. We want our mission and vision to be recognised by businesses and external organisations as based on shared values which make Aston an attractive partner for research and education.

We're innovative and collaborative. We work across disciplines, institutions and partners to be proactive in creating and implementing new ideas, to be a leader in modern educational techniques and to undertake research which inspires staff, students and external partners.

Crucially, we're ethical and inclusive. We recognise our responsibility to be an exemplar of behaviour and conduct in all that we do. We will leverage the diversity of our staff and student body to achieve outcomes for our beneficiaries and provide opportunities for education and professional development to all.

## Staff benefits

The size and scope of the university means that the opportunities on offer are as diverse as the people who work here. From a generous annual leave scheme, gym membership, on-site nursery and flexible working to opportunities to volunteer in the community, there is something for everyone. Let's have a look at some of these benefits in detail. For more information please visit the benefit pages on our website; <https://www2.aston.ac.uk/staff-public/hr/Benefits-and-Rewards>

### Cycle-to-work scheme

Cycle-to-Work is open to all employees. Through our salary conversion scheme, we'll make a bicycle available to you for commuting – alongside safety equipment, free of income tax and national insurance.

### Employee travel pass scheme

The University has an affiliation to Company Travelwise in Birmingham and an on-going commitment to green transport. As a result, annual travel passes purchased under the Employee Travel Pass Scheme will be available at a discounted price.

### Car park scheme

Under the Flexible Benefits Scheme, instead of the car park charges being collected from your net pay, you can exchange an amount of gross salary that is equivalent to the charge. As a result, you will pay less National Insurance, thereby reducing the cost of car park charges.

### Low emission car lease scheme

The new Low Emission Car Lease Scheme offers you the opportunity of a new car, benefiting from corporate discounts and savings on Income Tax and National Insurance Contributions. The car scheme will only offer cars with low CO2 emissions (120g/km or less).

### Aston University nursery scheme

Aston University Nursery was founded in 1973 with a commitment to provide the highest standard of care and education. The Salary Conversion Scheme for the Aston University Nursery has been set up to provide Tax and National Insurance savings.

### Computer share childcare vouchers

The University recognises that employees with children often require flexible pre-school and out-of-school childcare in a convenient location. Childcare vouchers allow you to choose your own childcare provider, reduce your childcare costs and help you achieve the work/life balance you need.

### Aston gym memberships

The Sir Doug Ellis Woodcock Sports Centre is a fantastic onsite staff facility. Permanent members of staff can choose to pay their membership fee via their monthly/weekly salary or in a one-off lump sum payment. Non-permanent staff can still get Aston staff prices but must pay for the membership in one lump sum.

### Charitable giving

We have been looking at ways of promoting charitable giving through the payroll and of providing the most effective way of making tax savings on donations. There are two ways you can do it:

- Give As You Earn (GAYE) – A way of making donations to a charity of your choice and receiving immediate tax relief
- Flexible Benefits Scheme – Salary conversion for donations to Aston University to support students.

### Citysave Credit Union

Having a regular savings plan means building up a fund of money towards Christmas, a holiday or just for a rainy day. Having it come directly out of your salary means saving has never been easier. In addition, surplus profits the credit union makes are returned to our members in the form of a yearly dividend. Citysave is covered by the FSCS, so your savings up to £75,000 are secure.

### Cinema Society Club

You can register with the Cinema Society Club to receive up to 40% off tickets.

### Will Writing Service

Aston University has teamed up with Dunham McCarthy, Estate Planning & Will Specialists, to offer Aston employees and their families a free will writing service.

### **Conference Aston**

All staff receive a 15% discount when dining at Conference Aston.

### **Annual Leave**

The annual bookable leave entitlement for staff working on a full-time basis is 25 days for staff in Grades 1 to 6, 30 days for staff in Grades 7 to 10 and 31 days for Professorial and equivalent staff. In addition to the above bookable leave entitlement, a minimum of 13 additional days holiday per year is given as specified Bank and University holidays, the dates of which are circulated annually and are published on the University's website. Part-time staff are entitled to the same amount of annual leave, including Bank and University Holidays, as full-time staff, on a pro-rata basis to the hours that they work.

### **Pension**

If you are a regularly employed member of staff, you will be enrolled into a pension scheme, the exact scheme will depend upon the grade of the post. Further information is available on our website: <http://www.aston.ac.uk/staff/hr/payrollpensions-and-benefits/>

### **Recognition Vouchers**

We designed this scheme to provide managers with the flexibility and autonomy to recognise individuals or whole teams 'in the moment' by awarding them with e-vouchers. Typically e-vouchers are given for going above and beyond normal expectations of a job or role: completion of a project, innovative idea or process/product improvement that has had a positive impact for the university, students, staff or the wider community; excellent customer feedback; citizenship where an individual has gone out of their way to help others.

### **Personal/Professional Development**

To equip you with all the skills you need, we offer a comprehensive range of learning and development programmes. Whatever your role and ambitions, we will support you to build your skills set and be your best at work. As well as training, we offer an induction programme for all our new starters. This induction will give you a basic overview of our organisation, along with the chance to meet colleagues from across the University.

### **Employee Assistance Programme**

Open to all staff, the service offers confidential support for a variety of issues such as managing money; having a family; moving house; personal life; retirement; work life; returning to work after a break; family crises; personal crises; healthy choices; illness. Services are available 24/7, 365 days a year.

### **Relocation Support**

Subject to the conditions of the University's relocation policy, we provide assistance to new employees who have to relocate to take up a position. This policy applies to staff appointed to a position at grade 7 (salary point 25) or above on an open-ended contract or to a fixed term position of two years or more, and who have to relocate their place of residence in order to take up the appointment. Positions which are externally funded fall outside of this policy.

