

Employee Engagement Statement

The College uses a range of approaches to engage with our people at the College for the purpose of providing information, obtaining feedback, consulting on matters which have an impact on terms and conditions of employment and encouraging participation and involvement in the future direction of the College.

These include:

- Regular written briefings from the Principal & Chief Executive
- Face to face Time to Talk sessions providing staff the opportunity to meet with members of the Principalship to discuss any matters which are of interest or concern.
- Focus Groups providing the opportunity to hear from the Principal on the vision for the future direction of the College and facilitate engagement and participation in the development of the College's Strategic Plan.
- A Joint Consultative Committee (JCC) made up of representatives from the recognised Trade Unions which meets a minimum of 6 times per academic year. The JCC provides a forum for discussion, consultation and negotiation on matters of mutual interest which impact on all employees at the College.
- Pulse checks to gather feedback on specific matters.
- Roll out of regular Health and Wellbeing activities containing information, advice and practical activities to support mental and physical health and wellbeing.
- Creation of a GET INVOLVED initiative which offers our employees the opportunity to participate in a series of activities, events and forums around communities, business efficiencies, communication, reward and recognition and diversity and inclusion.
- End of year recognition event that celebrates the demonstration of our organisational values by our people