



All Souls College
University of Oxford

Ready for some great benefits?

When you join All Souls College, you don't just get to enjoy a competitive salary while working in historic surroundings.

We also provide a comprehensive range of benefits, as well as ongoing training and development for every employee.



A contributory pension scheme

All new employees are enrolled into the Universities Superannuation Scheme (USS). Being a USS member gives you a guaranteed income in retirement, plus a tax-free lump sum via a Retirement Income Builder. You can also build up a savings pot you can access flexibly with the Investment Builder part of the scheme – if you earn above the salary threshold, transfer in, or choose to pay additional contributions.



A generous holiday allowance

All employees are entitled to the equivalent of 20 days' paid leave per annum, plus public holidays. If you are required to work during a bank holiday, equivalent time off in lieu will be given. The College closes for extended periods over Christmas and Easter, so you will receive those days alongside your holiday entitlement. In addition, holiday entitlement increases with length of service so the longer you work for All Souls, the more holiday you get!



Private healthcare

The College offers all employees private health insurance through the Oxford Colleges healthcare provider, PHC – a company that specialises in private medical insurance plans and has been providing health cover solutions to employers for over 25 years. The comprehensive policy also includes online GP appointments, face-to-face counselling and support services, mental health assessments, plus discounted gym membership.



A staff team building day

The College closes for one day each year so that staff members from across the College can attend an annual team building day. The fun events and activities on offer are designed to bring together people from different departments and build relationships across teams. A delicious lunch is also provided, on what has proven to be one of our most popular staff events.



An employee assistance programme

We have partnered with Health Assured, the UK and Ireland's most trusted EAP provider that gives caring and compassionate support to over 13 million lives and 71,000 organisations. As well as supporting staff wellbeing, the programme can provide access to counselling, financial and legal advice and wellness programmes.



Cycle to work scheme

All Souls is partnering with Green Commute Initiative (GCI) to offer employees the chance to pay for a new bike out of their pre-tax income. For most people, this will mean a saving of around a third and, in some cases, this could rise to almost a half.



Meals while on duty

At All Souls, we pride ourselves on our exceptionally high-quality food, made from ingredients sourced from local suppliers. All College staff benefit from free meals while on duty, during the hours that the kitchen is open.



Ford Fund

The Ford Fund is a discretionary fund set up for the benefit of College staff. As a discretionary fund, there are no rigid criteria for awards or grants, but previous examples have included medical expenses, major dental work, compassionate travel expenses etc. Grants will be considered for other purposes to assist an employee facing personal or family financial pressures, for example non-work related educational costs, specialist equipment or any unforeseen emergency.



Bus ticket loan

The College offers all employees 10% discount on bus season tickets plus an interest free loan, which is deducted from salary.



An annual staff outing

Each year, the College is closed for one day for a staff outing so that staff members and their families get a day to themselves to enjoy as they wish. The College organises transport to and from a lovely location and gives staff and their families an allowance to spend on lunch.



Free eye tests

Employees who use display screen equipment for a significant part of their work are entitled to an eyesight test. The College will meet the cost of the test and reasonable costs (up to £75) of any corrective spectacles recommended by the optometrist for DSE use.



Staff and Fellows' social events

From a cricket match in the Summer and football match in the Winter, through to Christmas cookie and bauble decorating with mince pies and mulled cider, a Christmas buffet and Burns night dinner and Ceilidh, the College organises a variety of social events for Staff and Fellows to enjoy together.



Discounted fitness memberships

Employees are eligible for discounted membership costs to Oxford University Sport, offering gym and swimming memberships, racquet sports and exercise classes.