Welcome to the University of Southampton

The University of Southampton is changing the world for the better, working with industry, governments and research institutions to make a global impact. Our staff and students tackle real-world issues, making a difference to people’s lives in the local community, across the UK and around the world.

In order to recruit, develop and retain staff of the highest calibre and to appropriately reward excellence, the University of Southampton offers a range of financial and other benefits to staff. This brochure details the range of benefits available to you and contains information on how the different schemes operate.

There are different types of benefits available to you:

- Financial Benefits
- Travel Benefits
- Family Friendly
- Wellbeing and Health
- Professional and Personal Development
- Campus Facilities

Depending on the benefit, you get different types of savings. Some are available via Salary Sacrifice where the cost of the benefits is deducted through Payroll and you make savings on tax and National Insurance. Others are voluntary benefits where you are able to get discounts or free facilities and services. The Employee Benefits index can be found at: https://www.southampton.ac.uk/hr/services/benefits-explained/index.page.

If you have any questions or would like more information about a specific benefit please contact Geraldine Witt, Reward and Recognition Officer, via email G.L.Witt@soton.ac.uk or telephone 02380 594054 (extension: 24054).

Updated 24 February 2020
Financial Benefits

Salary
The University has nine pay grades from Level 1a through to Level 7. Pay scales at Levels 1 to 6 are based on the nationally negotiated single pay spine. Separate pay scales apply for ERE staff at Level 7, MSA staff at Level 7 and for clinical staff.
Further information: https://www.southampton.ac.uk/hr/services/pay_scale/index.php.

Pensions
The University administers a number of pension schemes with eligibility dependent upon grade and employment status:

- **USS** is a defined benefit pension scheme for employees on Level 4 and above.
- **USRF** is a defined contribution pension scheme for employees at Levels 1 to 3. New employees at Level 1 to 3 with a start date on or after 1 January 2019 will be enrolled into USRF if they meet the scheme eligibility criteria.
- **PASNAS** is a defined benefit pension scheme for employees at Levels 1 to 3. It closed to new entrants on 31 December 2018.
- Certain employees (depending on eligibility criteria) may be eligible to continue to participate in the NHS Pension Scheme (NHSPS) during their University employment.

If you have a question or need further details on any of the schemes, please contact the Pensions Team on Pensions@soton.ac.uk.
Further information: https://www.southampton.ac.uk/hr/services/pensions-explained/index.page.

Salary Sacrifice
The University offers salary sacrifice arrangements for our cycle to work scheme and for membership of an applicable pension scheme (USS, USRF, or PASNAS), childcare vouchers (existing members only) and cycle to work scheme. Salary sacrifice is a contractual arrangement between you and the University where you give up the right to receive part of the cash pay due to you under your employment contract, and in return, the University provides you with a non-cash benefit. Funding a benefit via salary sacrifice allows employees to make savings on their tax and
National Insurance contributions, thus increasing their take home pay. Further information: https://www.southampton.ac.uk/hr/services/salary-sacrifice/index.page.

**Holiday Allowance**
The University offers a generous annual leave entitlement, supplemented by University closure days and public holidays:

**Employees at Levels 4 to 7:** receive 30 days of annual leave, plus University closure days and public holidays.

**Employees at Levels 1 to 3:** receive 20 days of annual leave on entry, rising to 24 days with service, plus University closure days and public holidays.

All leave entitlements are pro-rated for part-time staff. Leave entitlements are calculated using a standardised process based on contracted hours.

The University's annual leave year runs from 1 October to 30 September each year.

Further information: http://www.southampton.ac.uk/hr/services/leave-entitlement/index.page.

**Closure Days**
Each year there are eight public holidays and up to six other days when the University is closed; this is usually four days at Christmas and two days at Easter. Closure days and public holidays can be found on the website: https://www.southampton.ac.uk/hr/services/closure-days/index.page.

**Staff Awards**
The University recognises and celebrates exceptional contributions of employees and looks to award staff for their achievements through different award schemes, including **Staff Achievement Awards** (http://www.southampton.ac.uk/hr/services/staff-achievement-award/index.page) and the **Vice-Chancellor’s Awards** (http://www.southampton.ac.uk/hr/services/vc-award/index.page).

**Staff Discounts ‘MyDiscounts’**
All employees are able to access a large range of local and national discounts. These include discounts and deals on: Eating Out; Entertainment and Leisure; Health and Beauty; Retailers; Trades and Services; Travel and Tourism. Once you have started with the University you will be able to log onto the MyDiscounts portal and access the range of benefits available and take
advantage of the offers. MyDiscounts Sharepoint Site:
https://sotonac.sharepoint.com/teams/MyDiscounts (University login required).

Benefits and Discounts Fair 2020
Wednesday 13 May 2020, 9:30am to 3:30pm in Garden Court, Building 40, Highfield Campus, Southampton, SO17 1BJ.

Benefits and discounts providers will be available to answer staff queries directly and give an understanding of the benefits and potential savings available. This is an excellent opportunity for staff to appreciate their entire benefits package.

In addition to the benefits, there are over 100 local and national retailers and suppliers who offer discounts to staff; a selection of these retailers and services will be present. A Free Raffle will be open to all staff who visit the fair. Book your ticket to the Benefits fair here.

New for 2020 - Register for free seminars and try a virtual reality game. A free raffle will be open to all visitors to the fair.

Further information: https://www.southampton.ac.uk/hr/services/benefits-fair/index.page.

Driver Engagement at Work - Ultra-Low Emission Vehicles, Wednesday 13 May - 12pm to 1pm - Book here.
An engagement event targeted at University of Southampton employees who drive to work. During the session we aim to:

- Increase the awareness of ultra-low emission vehicles to all staff in the organisation.
- Offer a personalised vehicle review to identify cost and emission benefits of switching to an ultra-low emission vehicle.
- Book a test drive of an ultra-low emission vehicle for a future date at Highfield Campus.

Virtual Reality Games with ’Sneaky Dog Escapes’, Wednesday 13 May - all day in Garden End - Register interest here.
Come and play some static virtual reality games and find out more about Sneaky Dog Escapes: Southampton’s first virtual reality escape rooms. The games will last approximately 5 minutes and you can turn up at any time and wait your turn. Please register your interest here.
Santander - Managing Your Money and First Time Buyer Advice, Wednesday 13 May - 1pm to 2pm - Book here.

The session will introduce some of the events offered in the Santander Highfield campus branch for staff including advice for first time buyers; managing your money and avoiding banking scams. Santander will offer help with your banking needs and provide the opportunity to talk to a Mortgage Manager, Financial Planning Manager and Select Manager. Santander will not discuss products at the session but explain what advice and support they can offer staff.

Reward Newsletter
Subscribe to the Reward Newsletter to keep up to date with benefits and new staff discounts, offers, promotions and free raffles. Email Geraldine Witt via G.L.Witt@soton.ac.uk to subscribe. You can unsubscribe at any time.
Further information: https://sotonac.sharepoint.com/teams/MyDiscounts.

Special Leave
The University supports members of staff undertaking specific public duties and will take all reasonable steps to try to accommodate your absence from the workplace. Any member of our staff may be eligible for paid special leave for commitments such as court service, military service and trade union duties.
Further information: https://www.southampton.ac.uk/hr/services/special_leave/index.php.

Consultancy
The University is an ambitious and enterprising organisation that seeks to release the talents of our staff for the benefit of the economy and society as a whole.
Consultancy is one type of enterprise activity where you can contribute to creating economic and social impact. Further guidance is outlined in our policy:
https://www.southampton.ac.uk/hr/services/consultancy_explained/index.php.

Charitable giving
You can make monthly tax-free donations to any UK registered charity direct from your salary via our charitable giving scheme. Our charitable giving scheme is administered by the Charities Aid
Travel Benefits

Staff Annual and Monthly Parking Permits
You may apply for a permit for an academic campus if you are a member of staff or an incoming member of staff that commutes from outside of a 3-mile limit to your worksite. The application process can be made after first registering on the SUSSED Portal and by using the link within the Travel & Transport box under the Services tab or by clicking here.
Staff annual permits run from 1 January to 31 December and monthly permits run for 28 consecutive days.
Staff paid via the main University Payroll may opt to pay by salary deduction. Payment may be made by debit/credit card via the University’s Online Store.

Please note for other locations not listed above different parking arrangements apply:

- **University Hospital Southampton** - There are no specific staff parking facilities at University Hospital Southampton due to current levels of car parking availability. Individuals can apply for parking through Travelwise travelwise@uhs.nhs.uk with authorisation from their line manager. If successful in their application, the individual may be offered either a parking space or a park and ride option, depending on availability and personal circumstances. If the application is unsuccessful, the alternative is to use public transport or park in the surrounding area, which is normally a 10/15-minute walk from the hospital.

- **NOCS** (National Oceanography Centre Southampton) – New employees working at NOCS can apply for a free car-parking permit for use at this location only. UoS car parking permits are not recognised or valid at NOCS. In line with our environmental policy, we would always encourage employees to use the U1C bus, which runs every 7-8 minutes from Highfield or Guildhall Square, or to walk or cycle.

- **The Wessex Institute / NETSCC** – The site at Chilworth has free parking facilities.

- **1 Guildhall Square** – There are no staff parking facilities at these offices. New employees can park in the various council / pay and display parking facilities around Southampton and we would actively encourage using public transport to get to this city centre location.
Car Parking Scheme

Recognising the continuing air quality challenges in Southampton, the University will continue to support users of lower emission vehicles. For 2020 permit applications, those driving cars recorded on the DVLA database as emitting under 120g of CO2 will be able to apply for a reduced-price permit, *(this must be the main car used for work).* Those driving vehicles emitting over 120g of CO2, or who choose not to declare their emissions, will apply for permits at the standard rate.

University parking charges are reviewed annually, and charges for 2020 are shown in Appendix A. Income from parking permits is used to improve facilities for sustainable travel (such as cycle storage and bus services), maintain and improve car parks, and deliver the objectives set out in our Travel Plan.

**Alternatives to lone car use include:**

- **Active travel:** walking for local journeys, cycling if you live further away.
- **Public transport:** Uni-link buses connect our campuses and halls in Southampton to the main railway stations. Please visit the Uni-link website (www.unilinkbus.co.uk) for more information, including details of available tickets and routes.
- **Car sharing:** permit costs are lower if you share your journey, plus you save on petrol.

The **flexible parking permit** scheme will remain available for 2020. The permits (available in sheets of 5) offer flexibility to those who don’t usually use a car to commute to bring a vehicle on site if the occasional need arises. Flexible permits are available from the online store (http://store.southampton.ac.uk/).

For more information on the travel options available to you, please take time to visit the University Transport website (www.soton.ac.uk/transport) or contact the Transport Team directly. Making small changes to the way we travel each day can help make a significant contribution to reducing our carbon emissions.

Permits are not required for motorcycles or scooters, but they must not be parked in designated car parking spaces. We actively encourage lift sharing (https://www.southampton.ac.uk/hr/services/liftshare/liftshare.page), where parking permits attract a significant discount.

Car parking permits are chargeable, and the costs are based on an individual’s earnings, see table:
Monthly charges for annual parking permits:

<table>
<thead>
<tr>
<th>Salary Band</th>
<th>Lower Emission (Vehicles up to 120g CO²) 50% discount (Increase from 2019 charges shown in brackets)</th>
<th>Vehicles 121g CO² and above 100% (Increase from 2019 charges shown in brackets)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Annual</td>
<td>Monthly</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>--------</td>
<td>---------</td>
</tr>
<tr>
<td>Up to £8,209.99</td>
<td>£52.20 (+£1.20)</td>
<td>£4.35</td>
</tr>
<tr>
<td>£8,210.00 - £20,674.99 (Up to spine point 12)</td>
<td>£67.56 (+£1.56)</td>
<td>£5.63</td>
</tr>
<tr>
<td>£20,675.00 - £49,553.00 (Up to spine point 43)</td>
<td>£170.16 (+£3.60)</td>
<td>£14.18</td>
</tr>
<tr>
<td>£49,553.01 - £64,145.00 (Up to spine point 52)</td>
<td>£238.80 (+£4.80)</td>
<td>£19.90</td>
</tr>
<tr>
<td>£64,145.01 - £95,011.00</td>
<td>£292.56 (+£6.00)</td>
<td>£24.38</td>
</tr>
<tr>
<td>£95,011.01 and above</td>
<td>£335.16 (+£6.60)</td>
<td>£27.93</td>
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</tbody>
</table>

Other charges

<table>
<thead>
<tr>
<th>Charges from 1st January 2020</th>
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<tbody>
<tr>
<td>Additional fee for the Gower Car Park</td>
</tr>
<tr>
<td>Shared permit</td>
</tr>
<tr>
<td>Department permit</td>
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<tr>
<td>Monthly permit for staff earning less than spinal point 13 equivalent (up to £1722.91 per month)</td>
</tr>
<tr>
<td>Monthly permit for staff spinal point 13 and above (£1722.92 + per month)</td>
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<tr>
<td>Replacement permit</td>
</tr>
</tbody>
</table>

Flexible permit charges (1 sheet= 5 permits)

<table>
<thead>
<tr>
<th>Salary band</th>
<th>Flexi Permit Cost/sheet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to £8,209.99</td>
<td>£5.60</td>
</tr>
<tr>
<td>£8,210.00 - £20,674.99 (Up to spine point 12)</td>
<td>£8.40</td>
</tr>
<tr>
<td>£20,675.00 - £49,553.00 (Up to spine point 43)</td>
<td>£16.85</td>
</tr>
<tr>
<td>£49,553.01 - £64,145.00 (Up to spine point 52)</td>
<td>£21.95</td>
</tr>
<tr>
<td>£64,145.01 - £95,011.00</td>
<td>£27.80</td>
</tr>
<tr>
<td>£95,011.01 and above</td>
<td>£33.15</td>
</tr>
</tbody>
</table>
**Uni-Link Buses**
The Highfield Transport Interchange is a major transport hub for the city of Southampton. From here, you can catch the University's own unilink buses for travel to other campuses and to other destinations across the city, including train stations and Southampton International Airport. The interchange offers real-time travel information, a well-lit, covered waiting area, and a refreshment kiosk. It is used by students, staff, and the local community.
Uni-Link: http://www.unilinkbus.co.uk/.

**Cycle to Work Scheme**
The University offers a cycle to work scheme for staff run by Cyclescheme. This scheme gives you the opportunity to take advantage of tax and National Insurance savings on the purchase of a bike, while keeping fit and contributing to a greener economy.
You can buy your bike from over 2,000 independent stores and online retailers, including stores across Southampton including Decathlon, Cycleworld, Hargroves Cycles, and Cycle Republic.
Further information: https://www.southampton.ac.uk/hr/services/cycle_scheme/index.php.

**Interest Free Loans for Travel**
The University offers interest free loans for members of University staff to purchase bus, train or ferry season tickets. Please contact the Payroll team on payroll@soton.ac.uk.
Interest Free Loans for Travel: http://www.southampton.ac.uk/finance/services/interest-free-loans-for-travel.page.

**Family Friendly**

**Early Years Centre (Highfield Campus)**
The Early Years Centre at the University of Southampton Highfield Campus provides high quality childcare from birth to five years of age for students, staff and local residents.
Further information: https://www.southampton.ac.uk/hr/services/early_years_centre/index.php.
Flexible Working Policies

Eligible staff members responsible for the care of a spouse, partner or child are entitled to apply to request a more flexible pattern of working hours. The change would be a permanent variation to your hours, time or place of work.

Further information: https://www.southampton.ac.uk/hr/services/index.page?fle017.

The Parents' and Carers' Network (P&CN)

The University recognises this right to apply and our policy aims to facilitate such discussions between managers and staff. Further guidance is found in our policy below together with an application. The Parents' and Carers' Network (P&CN) aims to support the working lives of colleagues who also have off-campus responsibilities, looking after children or after adults unable to care for themselves due to old age or a disability.

Further information: www.southampton.ac.uk/pcn.

Maternity Leave

Maternity leave is the time you are able to take off work to have a baby.

Our maternity policy and maternity guidance provide further information about your statutory rights, eligibility and how to take maternity leave.

Further information: http://www.southampton.ac.uk/hr/services/maternity-leave/index.page.

Parental Leave

(Ordinary) Parental Leave is unpaid time off from work to look after a child or to make arrangements for the good of the child.

All members of University staff who have been continuously employed with us for 12 months are entitled to parental leave, subject to certain conditions, which are outlined in our parental leave policies on the website Parent Leave and Shared Parental Leave. Further information: https://www.southampton.ac.uk/hr/services/parental_leave/index.php.

Shared Parental Leave

Shared Parental Leave enables eligible mothers, fathers, partners and adopters to choose how to share time off work after their child is born or placed for adoption. This could involve returning to work for part of the time and then resuming leave at a later date.
Qualifying mothers and adopters continue to be entitled to Maternity and Adoption rights, but they may also be able to choose to end this early and exchange it for shared parental leave and pay. They and their named partner will then need to decide how they want to share this new entitlement.

Two weeks of paid paternity leave continues to be available to qualifying fathers and the partner of a mother or adopter. However, Shared Parental Leave has replaced the additional paternity leave entitlement.

Further information: https://www.southampton.ac.uk/hr/services/parental_leave/index.php.

**Paternity Leave**

Paternity leave is the time you are able to take off work because your partner is having a baby, or you are adopting a child together. You might be eligible for both Ordinary Paternity Leave and up to 50 weeks Shared Parental Leave subject to certain conditions. Our paternity policy provides further guidance about your statutory rights, eligibility and how to take paternity leave.

Further information: http://www.southampton.ac.uk/hr/services/paternity-leave/index.page.

**Tax-Free Childcare**

Until September 2018, the University offered childcare vouchers as a salary sacrifice scheme. The Government closed childcare vouchers schemes to new members in October 2018 (although existing members can continue to receive the benefit). Staff may now be eligible for the Government’s Tax-Free Childcare scheme instead.

To qualify for Tax-Free Childcare, parents must be working, or self-employed, and each earning at least £120 a week (on average) and not more than £100k each a year.

Tax-Free Childcare is available to parents with children under 12 (or under 17 if disabled). Eligible parents can get up to £500 every 3 months (£2,000 a year) for each of their children to help with the costs of childcare. The Government will pay £2 for every £8 you pay your childcare provider via an online account.

The following websites provide more information on Tax-Free Childcare.

- Tax-Free Childcare: https://www.southampton.ac.uk/hr/services/tax-free-childcare/index.page.
- Check what help you could get with childcare costs: https://www.gov.uk/childcare-calculator.
• Childcare Choices (Help Paying For Your Childcare): https://www.childcarechoices.gov.uk/
• Childcare you can get help paying for: https://www.gov.uk/help-with-childcare-costs

Wellbeing and Health

Dental
The voluntary dental plan provides cover to help make dental treatment more affordable. You are able to choose a level of cover that suits you best - whether NHS or private and you can visit any dentist. There are five levels of cover and you can choose to add your family to your cover.

New joiners to the University can join the dental plan within one month of their employment start date. If you miss the new joineer opportunity, you can join the dental plan at the annual renewal, which takes place on 1 July 2020.

Further information: https://www.southampton.ac.uk/hr/services/dental_scheme/index.php.

Employee Assistance Programme (EAP)
The University provides all staff with access to an Employee Assistance Programme (EAP) which helps you to cope with life’s difficulties and challenges. Provided by Legal & General and Health Assured the EAP provides ‘in the moment support’ for mental health or stress related issues and a range of benefits to support you in everyday life. The EAP is separate from University services. It is completely confidential, and no details will be routinely shared without your consent.

Accessing EAP Support:

Online: Visit http://www.legalandgeneral.com/eap (To Log in: User Name = worklife; Password = worklife).

Mobile App: Search for 'My Healthy Advantage' app in your Android or iOS device (Code: worklife)

• Telephone (0800 316 9337): The service is confidential, not restricted to issues and problems connected with work, and is free of charge.
• Available 24 hours a day, get in touch with a qualified counsellor or adviser 365 days a year.
• Freephone telephone number 0800 316 9337 (charges may vary for mobile phones).
• EAP telephone support service is also available to immediate family members of staff (spouse, partner, registered civil partner, siblings and children aged 16 to 24 in full time education, living in the same household). Including access to confidential and unlimited 24/7 telephone
support. Family members are able to speak to qualified counsellors and advisers, who can help them with a range of services, including bereavement assistance, and medical information.

Healthcare
We provide all University staff with the opportunity to purchase private medical insurance from AXA PPP Healthcare as part of the Universities & Colleges Personal Healthcare Scheme. You can join the healthcare scheme on a medical history disregarded (MHD) basis within six weeks of your employment start date or at our annual benefits fair on 13 May 2020.
Further information: https://www.southampton.ac.uk/hr/services/healthcare_scheme/index.php.

Health screening
Voluntary health assessments are available to all employees and their family members (over age 18), at a discounted corporate rate. They are a self-funded benefit, accessed directly through Nuffield Health.
The health screening provision comprises a range of assessments and tests that can help identify health risks at an early stage. Screenings typically include measuring blood pressure, height, weight and body fat levels, as well as lung function, cholesterol, diabetes and metabolic rate testing. Screenings can take place at a hospital location of your choice and the results of the health assessment are completely confidential to you.
Further information: https://www.southampton.ac.uk/hr/services/health-screening/health-screening.page.

Sport and Wellbeing
Our programme of activities, along with our outstanding facilities, enables you to make lifestyle choices to enhance your wellbeing through offering a comprehensive range of courses and classes to suit your specific needs, including water sports, swimming and fitness.
We also work closely with the Students’ Union (SUSU) to support club activities and to ensure the success of inter-university competitions. For more details about the Students’ Union, visit www.susu.org.
Further information: http://www.southampton.ac.uk/hr/services/sport-membership/index.page.
Eye Health

Computer/Workstation Users
Extensive screen/workstation use can lead to tired eyes, discomfort and headaches. You can help yourself by following some simple guidelines:

- Ensure your screen is positioned about one arm's length away from your body
- Ensure the top of your screen is level with your eyes by adjusting the screen height
- Ensure you have adequate light
- Vary your work activities to take regular breaks away from the screen, approximately 5 minutes every hour is a good general guideline
- Remember to blink and don’t be tempted to lean into the screen. If you can't see clearly you either need to adjust your screen or have your eyesight checked.

You can get a free eye test paid for by the University if you are an employee who habitually uses display screen equipment such as computers, for a significant part of your normal work. Your line manager is responsible for identifying such users within their department and informing them of this Policy.

Lab/Workshop/Construction Users
There are a number of work-based activities at the University which require the need for Safety Glasses as identified by risk assessment. For some people this will mean the need for prescription Safety Glasses. Basic safety glasses will be paid for by the University in accordance with policy although a contribution towards a more expensive pair can be made by the employee should they wish to do so.

Eye Tests
The University offers free eye tests through Specsavers. Please click on the links below to request a voucher which can be used at any Specsavers store. This voucher will entitle you to a free sight test and if the prescription is specifically and solely for DSE use, you will receive a pair of basic single vision glasses from the £45 range or a £45 contribution towards another pair. Please note that if you choose to have spectacles which can be used for more than just screen use you will not be entitled to the £45 contribution although Specsavers do offer £20 off spectacles if the frames are from the £99 and above range. Please make your appointment as soon as you have received...
your voucher and state that you are from the University of Southampton. The vouchers are valid for 3 months. Vouchers are paid for by Faculties/Services so please ensure you have prior approval from the local budget holder before requesting your voucher/s.

- Voucher for a Sight Test (if you have not had your eyes tested in the last 12 months)

**Safety Eyewear**

- You will need a voucher for a Sight Test
- An additional voucher for Safety Eyewear (you will need to request two vouchers if you require varifocal or bifocal lenses)
- If your risk assessment has identified the need for polycarbonate lenses you will also need a voucher for Polycarbonate lenses

If you have any further queries, please contact Claire Buchan at C.Buchan@soton.ac.uk


**Occupational health**

The University is committed to providing our staff with an environment that promotes health and well-being and ensures safe working. Our collaborative Occupational Health Service benefits both you and the University by promoting a holistic approach to health and reducing absence and potential issues with performance due to sickness. The service is provided in collaboration with the University Hospital Southampton NHS Foundation Trust.

Staff can access Occupational Health either through a line manager referral or by self-referral.

Further information: [https://www.southampton.ac.uk/hr/services/occupational-health/index.page](https://www.southampton.ac.uk/hr/services/occupational-health/index.page).

**Faith and Reflection Centre**

The University Faith and Reflection Centre provides opportunities for individuals to maintain and explore their faith and beliefs. Faith facilities on campus include the Faith and Reflection Centre and Muslim prayer room and there are a variety of faith-based student societies to join. Off campus, there are many other places of worship in the Southampton area that may be of interest.

Further information: [https://www.southampton.ac.uk/chaplaincy/index.page](https://www.southampton.ac.uk/chaplaincy/index.page).
Professional and Personal Development

Professional Development for Staff
Professional Development works in partnership with Faculties, Professional Services and students to offer and signpost a range of learning and development activities and resources, including face-to-face courses, bespoke events, online learning modules, action learning sets and recommended reading. Further information: http://www.southampton.ac.uk/professional-development/.

The Centre for Higher Education Practice (CHEP) promotes academic professional learning for every member of University staff, in all areas of academic activity and at every stage of their career. Working in partnerships with faculties, CHEP enables staff to reach their full potential and achieve more together. Further information: https://www.southampton.ac.uk/chep/index.page.

Campus Facilities

Arts and Culture
The University hosts a range of arts and cultural facilities including the John Hansard Gallery, Turner Sims Southampton and the Nuffield Southampton Theatres. Further information: https://www.southampton.ac.uk/uni-life/arts.page.

Sustainability
We’re creating a cleaner, greener and healthier University of Southampton. We bring students, staff and local residents together to improve sustainability across our estate, and we manage our impact on the planet with our internationally certified Environmental Management System. Keep reading to find out how you can help. Further information: https://www.southampton.ac.uk/susdev/.

Library
The University Library has a comprehensive collection of books and journals, both electronic and print, available from the Hartley and other campus libraries, plus a range of services to support teaching and research across all areas of the University. Further information: http://www.southampton.ac.uk/library/.