

Summary of benefits

Competitive salary – subject to annual pay award and 3 yearly benchmarking process.

Pension Contribution – generous 10% employer pension contribution in to People's Pension (minimum 5% employee contribution)

Death in Service – a type of life protection benefit, which pays 3 x your salary to nominated individual/s if you die while working for the trust.

End of probation bonus - We will give a £1,000 payment following successful completion of your probation period.

Annual Leave – generous annual leave entitlement of 280 hours (35 days) including 8 public and statutory holidays, pro-rata for part time staff.

Blue Light Card - provides staff in the Social Care Sector, NHS and emergency and armed forces with discounts online and in-store, ranging from large retailers to local business in a wide range of categories including: holidays, cars, days out, fashion, gifts, insurance, phones and much more!

Eye tests – reimbursed for the cost of eye tests carried out by registered optometrist every 2 years and £100 contribution towards any prescription.

Enhanced DBS – paid for by us.

Free parking on site – Glebe House is set in 3.5 acres of land, so plenty of space for parking.

Employee Assistance Programme – offering confidential and free practical information and counselling to you and your family 24 hours a day, 7 days a week, 365 days a year.

Mental Health First Aiders – a number of employees are trained as Mental Health First Aiders to provide support and signposting for staff.

Regular Supervision - monthly for care and clinical team, every two months for all other staff)

Sensitivity meetings – fortnightly for care and clinical team, led by external professional with experience of working amongst Therapeutic Communities

Free meals/refreshments – includes whole community lunch at 12.30 each week day.

Workwear – boots, trousers, sweatshirt provided for project work with residents.

Training – NVQ Level 3 in Children and Young persons paid for in full and salary enhancements on successful completion of the qualification. A wide range of additional internal training provided.

Refer a friend bonus scheme – if you refer someone who is successfully employed, you will receive £300 on their successful completion of their probation period.

Being part of a Therapeutic Community - Glebe House puts into practice therapeutic community principles – communalism (living and working together), permissiveness – now called tolerance (difficult issues can be explored, though boundaries have to be set), reality confrontation (facing up to the impact of destructive behaviour) and democracy (how to contribute to a consensus, and abiding by decisions taken).