

Why work at Shaftesbury?



Our culture

Shaftesbury aims to provide the best possible care for people with disabilities across the UK. People are our greatest asset, which means we want to provide the best possible environment for employees too.

We have a dynamic and inclusive Christian ethos and strive to be open, enabling, inclusive and courageous.

Personal development

Shaftesbury is committed to developing excellent leaders and managers across the organisation in line with our values and ethos. A plan will be developed to ensure you continue to learn and progress in your career.

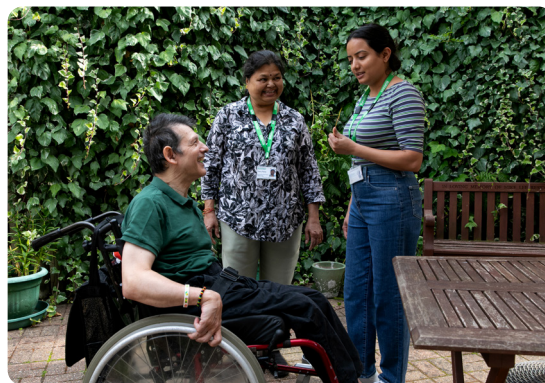
Pension scheme

You will be automatically enrolled in our **pension scheme** after you have completed three months of service. The current minimum contribution level is 5% for employees and 3% for us as the employer.

Annual leave

We offer a generous annual leave entitlement of 25 days, plus eight bank holidays per year. After five years' service, this increases annually by one day, up to 28 days per year.

We also offer sick leave, time off in lieu, compassionate leave, sabbaticals, parental leave and extended unpaid leave, among others types of leave.



Health and wellness

We offer a range of services to support your mental and physical health. This includes a free eye test, access to a virtual GP, eldercare support and bereavement counselling, among other services.

Flexible working

Depending on your role, we may be able to offer flexible hours or remote working to fit around your other commitments.



Welcome bonus

If you are in a frontline role working directly with the people we support, you will receive a £500 payment on the first anniversary of you joining Shaftesbury. Terms and conditions apply.

Your voice matters

It is important you have a voice and can share your experience of working for Shaftesbury, including what could make it better – our **Employee forum** is a space to share ideas to help shape our future.

Death in service

We offer a death in service payment that equates to three times your current salary (i.e. basic salary together with any standard allowances) at the date of death. This will be paid to your beneficiaries or estate should the worst happen.

Support services

Your work life balance is important to us.

We offer an external employee assistance programme, operated by Care First and available 24/7 to provide support. This includes telephone helplines, face-to-face counselling, information and advice.

Reward schemes

We offer a range of **reward schemes** to celebrate the achievements of our outstanding employees. This includes a long service award and a £250 bonus for successfully referring a friend to work at Shaftesbury.



Above all else, working at Shaftesbury will bring you the joy and satisfaction that comes with directly improving people's lives.

