

Benefits of working for us

Putting people at our heart is one of our values here at YMCA East Surrey and this applies to everyone who joins our team.

Working with us you'll become part of a committed team of people whose overriding aim is to help people belong, contribute, and thrive. We pride ourselves on our inclusive approach, delivering specialist support for those with additional needs, alongside universal services that everyone can benefit from.

Please take a look at the package we provide our staff to see how we work to make sure we do the very best for you from your first day at the charity. From Playworkers and Housing Support Officers to Fundraisers and Fitness Instructors, we want to provide the best we can for you.



Salary and leave

Salary is paid in arrears in 12 equal instalments around the 28th of each month. Salaries are normally reviewed annually.

Incremental enhanced Annual Leave entitlement: once you have completed two years of service, your annual leave entitlement will increase by a day each year up to a maximum entitlement after six years of service. Those working less than full time are entitled to the same level of holiday pro rata.

Pension Scheme: YMCA offers a 3% or 7% employer contribution to our Group Personal Pension based upon your role.

Life Insurance: For those that pay into the 7% employer contribution occupational pension scheme will be provided with death in service cover of 4 times annual earnings.

Support leave: 2 weeks' unpaid leave for partners to be taken on or around the time of birth/adoption/fostering.

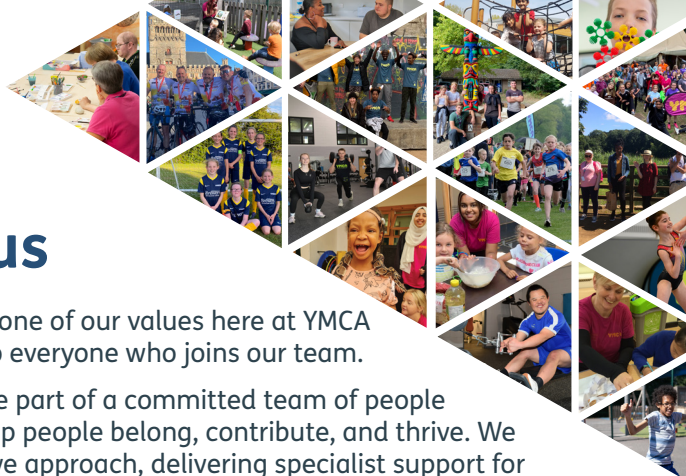
Parental leave: eligible employees are entitled to 18 weeks unpaid leave to be taken by the child's 18th birthday

Shared parental leave: eligible employees can share up to a maximum of 50 weeks leave and 37 weeks' pay following the birth/adoption of child.

Additional leave such as bereavement is available.

Sickness absence: YMCA ES is required to make statutory sickness payments (SSP) where staff qualify. We also have our own discretionary occupational sick pay scheme, including full pay for a period subject to certain conditions.

DBS checks and update service fees paid for.





Health and wellbeing

The health and wellbeing of our staff is important to us. We want our people to have time away from work to support their different commitments, needs and interests.

Flexible working: options such as hybrid working, reduced or flexi-hours, job shares, and core hours. We offer a high level of flexibility for the vast majority of our office-based roles.

Discounted childcare provision: reduced rates for many of YMCA East Surrey's children and young people's activities (including pre-school, after school and holiday clubs)

Cycle to work scheme: buy a bike and/or safety equipment on a tax efficient basis for the purpose of going to and from work.

Free use of gym facilities and fitness classes at the YMCA Sports and Community Centre in Redhill (after induction). Discounts for staff partners and dependent children as well.

Discounted access to the YMCA Healthy Measures weight management programme (£20 instead of £59).

Employee Assistance Programme (EAP) is available to all to provide support for any concerns in your work or personal life for ongoing everyday support or free counselling if you need it.

Training and development opportunities

At YMCA East Surrey, you will have the opportunity to learn, grow and become the best you can be. We provide in-house training and often support access to other relevant training opportunities to ensure you have the skills you need.



Equality, diversity and inclusion

YMCA East Surrey is committed to providing and creating equality of opportunity, inclusion, and values diversity. As an organisation we believe reflecting the diversity of local community and wider society brings a variety of ideas, perspectives and experiences that creates a productive work environment. We actively encourage and welcome applications from candidates of diverse cultures, perspectives and lived experiences.



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YMCA

Here for young people
Here for communities
Here for you