

# Life at Yorkshire Housing...

We're proud of what we achieve for our customers every day and it's the people that make that happen. So, we give you the right tools and support to do what you need to do but it's not just about work is it?

**We've put together this colleague benefit package, as they call it, to make sure we give our best so you can give yours.**

## 1 **Holidays:**

Time off to do as you please - you'll get 25 days plus bank holidays!

*Rising one day annually up to 30 or 35 days*

## 2 **Wellbeing:**

We've also got gym discounts, a 24-hour confidential helpline for practical and emotional support (whether that's for your work or personal life) and activities like virtual exercise classes too!

## 3 **Pension:**

We match what you pay into your pension up to 9%. Extra money for your retirement!

*Good to know: your pension will be with the Social Housing Pension Scheme*

## 4 **Career development:**

We know that having the opportunity to develop in your career is really important, so we've got different options depending on what suits your role best. It could be getting a recognised qualification, doing some internal training, working towards a professional accreditation or having a membership to a professional body.

*No more 9-5 here!*

## 5 **Flexible working:**

We want to help you achieve the best work life balance possible so offer flexible working hours. We have made some promises to our customers about when we're around, so we just need to bear in mind the needs of your team and the business to get the best out of it.

## 6 **Healthcare:**

After three months with us you'll have access to Health Shield (a healthcare cash plan) so you can claim back on things like dental costs, physiotherapy and massages as well as have access to a 24/7 GP helpline.

## 7 **Having fun:**

Fun at work is important too! Our Social Squad organise themed quizzes, competitions and challenges – get involved!

*It's a great way to meet new people too!*

## 8 **Office equipment:**

You'll get top-of-the-range IT equipment and if your role involves working from home you can use our online catalogue to order items like desks and chairs, as well as SAD lamps to help with your comfort and wellbeing.

*Of course, we'll pay for it and get it delivered straight to your front door!*

## 10 **Family friendly:**

We pay more than statutory for maternity, paternity and adoption leave (there's some criteria to meet for this around how long you've been with us).

## 11 **Give as you earn:**

Donating to your chosen charity is easy - give straight from your salary each month.

*Don't worry, we got this covered!*

## 12 **Car allowance:**

If your role requires a certain amount of travel, you'll get a car allowance.

**What a list. Welcome to the family!**