

# YMCA HUMBER



## EMPLOYEE Benefits



**Here for young people  
Here for communities  
Here for you**

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE



As an inclusive employer we pride ourselves in personal and professional benefits all of which are available for all of our staff members. From contractual security to individual career plans, YMCA Humber creates future pathways and opportunities which are tailored to our staff.



## Training & Personal Development.

We will ensure each member of our team has the opportunity and support in progressing through their chosen career, from in-house training to financing external qualifications YMCA Humber has a variety of development routes available.



### National Governing Body Qualifications.

Staff can access a range of National Qualifications in a variety of roles including Youth Work, Housing and Catering. We will provide time to study and ensure each learner receives full in-house managerial support throughout their studies.

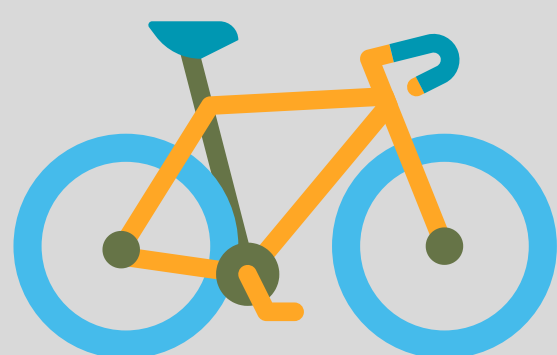


### Employee Progression.

We champion personal progression with excellent opportunities for staff who wish to succeed in their career. We invest time in our current team and those joining us as new employees with career progression and succession planning at the forefront of all we do.

## Staff Benefits.

Our ethos at YMCA Humber is to ensure all of our team can work in a positive and supportive environment through the provision of staff benefits.



### Cycle to Work Scheme.

Staff can chose a bike and accessories at a discounted cost, and offset the payment scheme through their pay. This benefit provides a 12 monthly payment programme which is deducted from gross pay, therefore providing tax benefits.

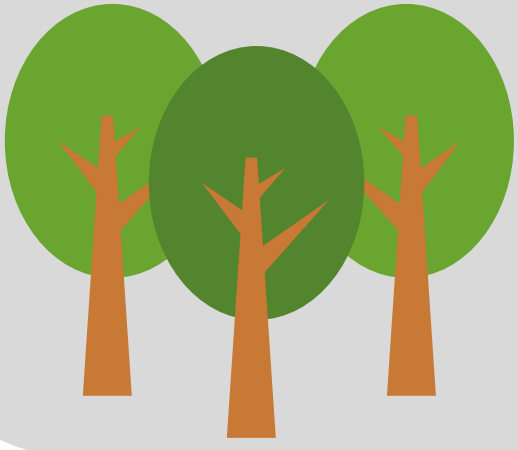


### Buying and Selling Annual Leave.

To ensure everyone has the 'down time' they deserve we offer all staff the option to purchase or sell a weeks annual leave. This benefit provides a 12 monthly plan, spreading the costs over the course of the financial year.

## Staff Wellbeing.

Wellbeing is paramount and at YMCA Humber we offer a range of team building and work based opportunities available to all staff members.



### Wellbeing Wednesday.

We meet on a Wednesday afternoon and take in a new walking or cycling route each month. This gives all staff the opportunity for some down time with their colleagues.



### Access to YMCA Gym.

Our onsite gym offers a range of fitness equipment from treadmills, bike, weights and more. Following a full Induction you are free to use this facility whenever you wish.

## Contractual Security.

YMCA Humber understands that contractual security and pay are the foundations of an employees working life and with this in mind provide the following:



### YMCA Humber are a Real Living Wage Employer.

We provide all of our staff members with exceptional rates of pay and recognise progression streams in all areas.



### YMCA Humber are a member of the Peoples Pension.

We provide all staff members who qualify with the opportunity to plan for the future with solid pension contributions.



### YMCA Humber provide a Life Assurance Scheme.

Our life scheme provides security for our employees loved ones and beneficiaries should the worst happen.



### YMCA Humber provides Wellbeing Support.

Staff Wellbeing is embedded in all we do, from staff away days to in-house counselling service.