

The Benefits of working for us!

Annual Leave

Relief Workers and cleaners	20 days plus 8 bank holidays (pro rata)
Other staff	25 days plus statutory bank holidays
Head of Service/Director	30 days plus statutory bank holidays

Discretionary leave

The Group Chief Executive may grant discretionary leave between Christmas and New Year (e.g. 1 day)

Flexi time (if applicable)

Flexi-time is not a condition of service and its operation is at the discretion of the Group Chief Executive.

Core Time: 10am – 12 noon and 2.30pm – 4pm.

Flexi time: 8am and 10am and 4pm – 6pm.

Flexible Working

The Group recognises the value of a healthy work/life balance and will consider requests for alternative working patterns.

Westfield Health Care Plan

All new staff will be enrolled into the Westfield Health Care Plan which provides healthcare benefits and services, giving you money back, up to set limits, towards essential health. It also provides a range of health and wellbeing services, including a 24hr Counselling and Advice Line.

Maternity leave

After 1 year's continuous service

- 6 weeks at full salary, net of SMP.
- 12 weeks at half salary, plus SMP.
- 21 weeks at the appropriate rate of SMP.

Paternity leave

Up to 2 weeks full salary for eligible applicants

Compassionate Leave

Up to 3 days paid leave can be granted in the event of the death or serious illness of a close relative.

Childcare Vouchers

Childcare voucher provision out of gross pay linked to HMRC guidelines (not subsidised).

Cycle to Work scheme

As part of our commitment to reducing carbon emissions we operate a Cycle to Work Scheme for full and part time employees.

Investors in People (IiP)

The Group is IiP accredited

Pension

Eligible employees are entitled to join the Social Housing Pension Scheme Career Average Revalued Earnings (CARE 1/80th)

Equality & Diversity

The Westward Group is committed to treating all people with fairness and respect. We aim to actively help remove barriers and open doors for our customers and staff and foster good relations within the communities we serve.

Redundancy

Westward Housing Group pay generous redundancy payments based on twice the statutory entitlement but using actual salary as the basis for calculation of redundancy pay.