

# Colleague Benefits

*This document provides a single page summary of all benefits available to you as a Ruskin Mill Trust colleague.*

At Ruskin Mill Trust, our vision is that each individual has the potential to shape their own future through experiencing meaningful relationships with the universe, earth and people. We are committed to ensuring that all colleagues at Ruskin Mill Trust are provided with an excellent benefits package categorised into earth, people and development, that supports widening their own universe and embracing their own future.

## EARTH

- Free lunches during term-time
- Cycle to work scheme
- Each location at Ruskin Mill Trust is surrounded by beautiful settings.
- Festivals.
- Allowance for Waterproofs and Boots if required.

## PEOPLE

- 33 days holiday including bank holidays increasing with length of service up to 38 days
- Free, confidential Employee Assistance Programme available 24/7
- Occupational Health
- Enhanced family friendly policies
- Enhanced contractual terms
- Pay & Grading Policy with the potential for annual increment increases in line with the policy
- Relaxed dress code
- Company pension scheme
- Death in service benefit (2 x Salary)
- Paid Company Sick Pay\* terms apply
- £300 Refer a friend scheme
- For residential workers, £1,500 welcome bonus to be paid after probation\* terms apply
- Working for an ethical and sustainable organisation & charity, where our people truly matter
- Eligible to apply for a "Blue Light" card under Social Care
- Free parking on-site

## TRAINING & DEVELOPMENT

- Working for an organisation that values individual development
- A comprehensive and interactive induction enabling you to completely experience the crafts within the curriculum and experience the student journey.
- A wide-range of development opportunities and internal Ruskin Mill Trust courses. Colleagues are invited to apply by completing a CPD form with your line manager. Some courses available are-
  - Master's Degree in PSTE
  - Step by step Gardening
  - Pedagogic Potential of Craftwork
  - Goethean Science
  - Holistic Practices in Nutrition
  - Leadership for Holistic Support & Care Level 5

### What Our Staff Say

"One of the most unique places you will ever work."

"Great place to work, the ethos and values really stand out."

"Each day I feel like I am contributing to an organisation doing so much good for young people in challenging circumstances."

