

COLLEAGUE BENEFITS

at Ruskin Mill Trust

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 do this through our unique educational method *Practical Skills Therapeutic Education* (PSTE). We are committed to ensuring that all colleagues at Ruskin Mill Trust are provided with an excellent benefits package.



PERSONAL WELLBEING

- ▶ Each Ruskin Mill Trust provision is in a beautiful setting
- ▶ Participation in whole school/site festivals and celebrations
- ▶ Relaxed dress code
- ▶ Aviva pension scheme with employer contribution
- ▶ 33 days holiday including bank holidays increasing with length of service up to 38 days
- ▶ Company paid sick leave (terms apply)
- ▶ Health cash plan
- ▶ Enhanced family-friendly policies such as maternity, paternity, adoption and time off for dependants leave
- ▶ Free, confidential employee assistance programme available 24/7

PERSONAL GROWTH

- ▶ A comprehensive and interactive induction enabling you to experience the crafts that are part of the curriculum and experience the student journey
- ▶ An excellent range of internal and external staff development opportunities, such as nationally recognised qualifications, as well as courses which help to progress in Practical Skills Therapeutic Education up to Master's degree level
- ▶ Working for an ethical and sustainable organisation and charity, where our staff truly matter

EXTRAS

- ▶ Biodynamic meals are provided where staff support and engage with students
- ▶ Cycle to work scheme
- ▶ £300 Refer a Friend scheme
- ▶ Allowance for waterproofs and boots if required
- ▶ Death in Service benefit (double salary) included in the pension scheme
- ▶ For residential workers, £1,500 welcome bonus to be paid after probationary period (terms apply)