

Benefits of working for us

Thank you for your interest in working with Horizon Care and Education Group. Detailed below are the main benefits you can expect to enjoy as an employee.

Hours of work

- ↳ Your hours of work will be dependent on which service you have applied to work for. Within residential services, we operate 24 hours a day, 365 days a year, so we need employees who are flexible in their approach to working hours. In return we also aim to give flexibility by offering a variety of different working patterns, which include 24 hour shifts, working hours during the day with no requirement to 'sleep-in' and bank work on zero hours contracts.
- ↳ Within our schools, staff are required to work a 37.5 hour working week during term-time. Within Head Office functions, including the psychologists within our Therapeutic team, the working week is also 37.5 hours for full-time employees.

Remuneration

- ↳ We offer competitive rates of pay within all our services. Within Residential Services employees contracted to work shifts receive a payment for each shift and staff employed on hourly contracted are paid an hourly rate, dependent on grade. We also pay an enhanced rate for employees who work over their contracted shifts or hours in the month and for staff who work on Christmas Day, Boxing Day and New Year's Day. Progression through the grades is dependent on qualification and competence and we actively encourage and support all employees to progress through the grades.
- ↳ Within our Schools we have pay scales in place for teachers, instructors, teaching assistants and other roles such as Sencos. We encourage development and progression from within at Horizon Care and Education and we ensure that remuneration packages support this ethos.

Holidays

- ↳ The holiday year runs from 1st September to 31st August each year. Your holiday entitlement will be in either shifts or days, dependent on the role you are applying for. Details of the actual entitlement for each role is advertised with the post. Employees working in schools are required to take their holiday entitlement during school holidays.

Reward and recognition

At Horizon Care and Education, we pride ourselves on how our staff teams work together to ensure the best possible outcomes for our young people. We firmly believe we should recognise this contribution. So we have in place a discretionary Recognition and Reward scheme (known as R&R) in place across all the divisions in the company. The scheme within Residential services is based on a number of Key Performance Indicators (KPIs), which have a direct impact on the quality of care delivered to our young people and which all our employees can help to achieve. Subject to meeting the qualifying criteria each year, you can expect

to receive an additional payment, normally in December, if the KPIs are wholly or partly achieved. Details of approximate amounts you could expect will be explained to you should you be successful in joining us.