



Benefits of Working for Curo

Hello, it's great that you're thinking about working for us. Here are some of the reasons why Curo is a such a great place to work!



At Curo we genuinely value and respect our people and we continually strive to ensure that Curo is a happier and healthier place to work. That's why since 2016 we have been recognised as being in the **UK's Best 75 Large Companies to work for**. We're also listed in the top 10 best housing associations to work for in the country, and among the top 25 best companies to work for in the South West!



Your involvement and personal development is really important to us and that's why we are recognised as an **Investors In People Gold standard**.

We think diversity is really important and we are constantly working to ensure that we are a more diverse organisation and our people reflect the Community that we serve. All applicants that want to work for us, are considered on their merits, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity and race.



We actively encourage applications from individuals with disabilities. We try to provide access, equipment or other practical support, ie. induction loops, sign language interpreter, etc. If you need any assistance, adjustment or adaptation throughout our selection process please let us know when you submit your application form. Should you be short-listed for interview, we'll contact you to understand your requirements.

Under the "Disability Confident Employer" scheme, all applicants with a disability who meet the 'essential eligibility criteria' for the role, as detailed in the role profile, are guaranteed an interview.

Key Colleague Benefits

Annual Leave



All Curo colleagues receive 26 days annual leave, rising to 29 days after 3 years' service.

Birthday Leave



You'll get a day's leave on your birthday every year!

Annual "Homes for Good" Reward



All Curo colleagues are eligible for the Annual Homes for Good reward where all personal and Curo targets are achieved. Curo Enterprise colleagues are eligible for our alternative "Curo's Enterprise Colleagues Incentive Scheme"

Pension



Colleagues will be auto enrolled in the Curo Personal Pension Plan, which is a 'contracted in' scheme with defined contributions. Employer and Employee contribution levels may be changed from time to time but Curo can match upto 10% of your salary.

Life Assurance



All employees are automatically enrolled into the Curo Life Assurance scheme on joining Curo. This pays a lump sum death benefit of six times salary if you are a member of the Curo Pension scheme or one times salary if you are not a member of the Curo Pension scheme.

Confidential Employee Assistance Programme (EAP)



This service provides colleagues with practical assistance and specialist emotional support in times of need. The confidential service is available via the telephone and is provided 24/7. In addition, there is an online resource where colleagues can seek information and advice on a wide range of topics to do with work/life, personal support, and health and wellbeing. The information, which is in the form of hundreds of fact sheets and useful links, is drawn from a number of professional sources.

Parking



Free onsite parking available to all colleagues at our offices in Bath.

Flexible Benefits

Colleagues can choose from a number of benefits to suit their particular lifestyle and circumstances. Depending on length of service these include:

Gym membership



We're committed to promoting colleague's health and wellbeing and optimising the opportunity for colleagues to improve their own health. All colleagues have the opportunity to enjoy gym membership at a discounted rate.

Holiday Trading



Holiday trading gives colleagues the chance to take some extra time off for that special occasion or much needed break. Colleagues can buy up to a maximum of 5 days additional holiday and the cost is spread through the flex year. This benefit is only available during the annual enrolment period.

Health cash plan



A health cash plan reimburses colleagues for a wide variety of every day healthcare treatments, helping to ease the stress of unplanned expenditure. From eye tests to physiotherapy, podiatry and chiropody to alternative therapies, there are a wide selection of health services that are covered. And the best thing is, unlike Private Medical Insurance, colleagues don't have to be sick to claim.

Computer Scheme



The Computing Scheme gives colleagues access to the latest IT equipment including Apple products. It's available through a simple and convenient salary exchange reduction and there are NI savings.

Green Cars



The green car scheme gives colleagues the opportunity to access hassle free motoring by enabling them to lease a car, with low CO2 emissions, on a monthly basis over 3 years. The scheme offers a cost and tax efficient option with a vast choice of fully insured and maintained vehicles.

Cycle to Work



The smart way to save on the daily commute! This scheme was started by the government to encourage colleagues to be more environmentally friendly. By switching from four wheels to two, colleagues benefit from tax and NI savings on a brand new bike and accessories (up to £1000). Typically there are savings of between 31% and 48% of the retail cost.

Perks at Work – Online and In-Store Discount Shopping



Online shopping offers thousands of discounts, cashback offers and deals that aren't available on the high street, so colleagues can make real and immediate savings. An average user can save a huge £750 a year.

Other Key Terms and Conditions

Hours of Work

Generally, colleagues work 37 hours/five days a week (Monday to Friday) 8.30am to 5.00 pm. In some departments these arrangements may vary in line with customer service requirements, if so, this will be discussed during the selection process.

Probationary Period

New colleagues are required to successfully complete a probationary period of a minimum of six months. Curo reserves the right to extend a probation period as appropriate.

Sickness Absence Pay

All colleagues are entitled to enhanced sickness absence pay after successful completion of probation. Sickness pay is at the discretion of Curo.

Period of Notice

4 or 8 weeks' notice is required from colleagues, dependent on their role and after successful completion of their probationary period (1 weeks' notice is required from colleagues during their probationary period).

Pre-Employment Checks

Any offer of employment is conditional upon:

- Receipt of two satisfactory references from previous employers.
- A satisfactory medical report.
- Receipt of one the documents or specified document combinations listed in the Immigration, Asylum and Nationality Act 2006 notice.
- Some of our roles also require a satisfactory enhanced Disclosure and Barring Service enhanced level check to be undertaken.