

YMCA

Registered Charity No. 243044



Apply and join us today

Recruitment Pack

Nottinghamshire YMCA

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Welcome from our CEO



Dear Applicant,

Thank you for your interest in applying for a position with Nottinghamshire YMCA.

We strongly believe in the importance of nurturing partnerships along with a collaboration of hearts and minds working together to create a positive impact in our community. It is only by listening to local families, children, businesses and local agencies that we can develop effective programmes and deliver vital frontline services that truly reflect the needs of the people we support.

The charity's innovative team sports an ambitious growth strategy, and it is a very exciting time to be involved with our diverse movement as we continue to develop and expand.

Our mission, based on Christian core values, is to develop the mind, body and spirit of individuals, families and communities and improve health and wellbeing for all.

Nottinghamshire YMCA was set up in 1871 by a small group of friends who wanted to make a positive difference to the lives of local people. We are a wholly inclusive organisation, welcoming people from all walks of life, from all faiths and of none. Our core values of caring, honesty, respect and responsibility are embedded across the association and always remain at the heart of everything we do.

Committed to promoting youth development, healthy living and social responsibility, we are deeply proud of our wide range of services including everything from day camps, digital programmes, Adventure Guides and childcare to the exciting development of our

Newark and Sherwood Community and Activity Village. Supporting homeless people through supported housing stages to regain living independence remains a key priority along with promoting health, fitness and wellbeing through our 24-hour gym. We also deliver an expanding children's residential care service that provides a 24-hour supportive home environment for at-risk young people.

Ultimately, our YMCA is about each one of us becoming more than we are. We would love for you to be part of the organisation's journey in our shared belief that everyone deserves a chance to be the best version of themselves that they can be.

As a recognised Mindful Employer, Nottinghamshire YMCA is committed to Staff Wellbeing with several qualified Mental Health Champions in the workforce. Having been nationally recognised as a 'Top 100 Best Company' to work for in 2019 by The Sunday Times, we believe in a holistic approach to nurturing the mind, body and spirit of all our employees, volunteers and service users alike. The importance of achieving a good work-life balance and being proud of the work we do as a movement is the cornerstone to every programme we deliver.

If you join us, you will have access to a wide range of employee benefits including staff engagement/ activity events, volunteer days, generous annual leave and fantastic training opportunities to further your professional and personal development.

If you want to be part of our future, we would love to hear from you.

Craig Berens, Group CEO

SOME OF THE BENEFITS OF WORKING FOR NOTTINGHAMSHIRE YMCA

From day one of employment

<p>Values based organisation</p> <p>We have served the people of Nottingham for over 140 years</p>	<p>Generous Annual Leave</p> <p>Rises by 1 day a year for first 5 years, 2 days after 10 years, and 2 days after 15 years (pro-rata if part time)</p>	<p>Paid Volunteer Leave</p> <p>One day one year</p>	<p>Work Shadowing</p> <p>Opportunities across the Association</p>	<p>Training Opportunities</p> <p>Both internal and external plus support with educational qualifications</p>
<p>Commitment</p> <p>Regular supervisions, one-to-one meetings and team meetings</p>	<p>Employee Recognition Awards</p> <p>Colleagues can nominate each other for recognition</p>	<p>Free Beverages</p> <p>Free tea (including herbal teas), coffee and drinking water at all sites</p>	<p>Counselling sessions</p> <p>Up to 6 face-to-face or telephone sessions for those not in Westfield (via your manager/HR)</p>	<p>Workplace Chaplain</p> <p>Confidential support on a wide range of topics</p>
<p>Free Access</p> <p>When available, access to student counsellors</p>	<p>Free YMCA Gym Membership</p>	<p>Reduced Price CrossFit 1871 Membership</p>	<p>Free Staff Fitness MOTs</p>	<p>Reduced cost workplace massages</p>
<p>Staff only gym classes</p>	<p>Reimbursement for flu jabs</p>	<p>Reimbursement /Payment</p> <p>Hepatitis A and B vaccinations for staff working in areas where such vaccinations are required</p>	<p>Time Off</p> <p>Smoking cessation support</p>	<p>Staff Newsletters</p> <p>Keeping you up to date with what's happening</p>
<p>Paid Sick Leave</p> <p>Rising in line with length of service</p>	<p>Pension Scheme with Royal London</p>	<p>£50 per week</p> <p>Amazing school holiday camps for your children</p>	<p>Social Activities</p> <p>Regular, organised (and sometimes subsidised or free) e.g. Christmas Party, Alton Towers day trip</p>	<p>Death in Service Benefit</p>

Plus, following confirmation in post after a successful probationary period:

<p>Interest Free Training loans of up to £3000 per year</p>	<p>Westfield Health Cashback scheme (inc. 24x7 counselling and advice line) and Westfield Rewards Scheme OR financial support towards travel to work OR financial support towards childcare OR financial support for external gym membership</p>	<p>Green travel / public transport loans of up to £1000 per year</p>
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Staff Wellbeing Programme



At Nottinghamshire YMCA, we are committed to supporting Staff Wellbeing. Our tailored Wellbeing and Mental Health policies facilitate promotion of this important agenda in the workplace by addressing the needs of our employees.

Most importantly, it is our respectful and caring culture that really demonstrates this priority, with wellbeing being a key cornerstone that resides at the heart of one-to-one discussions.

We try to create an environment where staff feel they can be open about their wellbeing and we support mental health issues in the same way as we would a physical

issue. We have a number of qualified Mental Health Champions across the workforce and they are on hand to offer bespoke support as and when required.

Some of the wellbeing initiatives we offer include:

- Westfield Health Membership*
- Confidential Counselling via Riverside Natural Health Centre
- Workplace Chaplain
- Gym Pastors
- Free gym membership
- Free body MOTs and fitness classes
- A proactive approach to Sickness Absence Management

- Staff Wellbeing events such as Aromatherapy workshops
- Staff Engagement Group
- Staff Activities
- Volunteer days to encourage a sense of "giving back"

Many of our employee benefits complement the wellbeing package and details of these are included in this pack.

*Some initiatives are only available once the probation period is successfully completed



"Working at Notts YMCA helps me to grow"



Emma Sleight,
Duty Manager at YMCA Gym

As Duty Manager at Nottinghamshire YMCA's gym in Nottingham city centre, Emma Sleight enjoys an assorted variety of responsibilities ranging from leading classes and working with gym members to help them achieve their personal goals to managing the staff and operations on site.

If this doesn't keep Emma energised enough, there is always leading the occasional Zumbathon and tackling fundraising fun-runs with the charity's free YMCA Running Club to keep her on her toes!

"Work is often varied, from teaching classes to running the general shift and completing general admin," Emma explained.

"One minute it could be quiet, and the next I can be so busy bustling around the gym to ensure everyone is getting the most out of their memberships and having the best time while doing it!"

Joining the YMCA Gym as a Member Advisor in 2013, Emma's excellent work and respect she earned within the fitness community resulted in her being promoted to Duty Manager in 2015.

"Four years later and here I am still!" Emma laughed. *"Applying for the Duty Manager position was the next challenge for me. Working at YMCA helps me to progress and grow."*

"Sometimes teaching a lot of high energy classes is a challenge – you always have to be on top of your game! There are plenty of learning opportunities at YMCA. I recently found my love for Zumba and 'STRONG by Zumba' (which focuses more on building core strength), and was empowered to participate in the courses to become a qualified Zumba instructor. It's something I love and enjoy very much!"

Find out what other workplace benefits are on offer by visiting nottsymca.com and reading our 'Wellbeing and Benefits' section.



Other ways to get involved

We always warmly welcome support and engagement from members of our local community. It is only with valued input from local supporters that Nottinghamshire YMCA can continue to deliver the charity's vital frontline services to help homeless and young people across the region.

Whether you are interested in volunteering, hosting your own charity fundraiser or making a donation to one of our homeless or youth programmes – any contributions or raising awareness to help our community's most vulnerable members will be gratefully received.

Host a Fundraiser

Feeling inspired to set yourself a challenge and help others while doing it? Why not try out one of the following ideas:

- **Fun Runs (train at our YMCA gym's Running Club which is free for all!)**
- **Regional challenges (e.g. Tough Mudder)**
- **Sponsored swim (e.g. £1 per length)**
- **Bake-sales, hackathons, knitathons, skydives**
- **Indoorsy type? Why not trek the length of Kilimanjaro on YMCA Gym treadmills!**

Remember to get in touch (mpr@nottsymca.org) and we will be happy to help support and promote your event!

Become a volunteer

We offer challenging and rewarding volunteering opportunities. Depending on your role, volunteers will most likely need to be DBS checked before working with our service users. You can complete a Volunteer application form on our website or email recruitment@nottsymca.org.

Support our homeless residents

If you cannot commit to a voluntary position but would like to help change lives, we are always grateful for online donations or gift contributions to our supported accommodation in Nottingham city centre, Mansfield, Worksop and Goole.

Even the smallest contribution can make an enormous difference to a homeless person who does not take their next meal for granted. Any donation will be deeply appreciated, but ideas for gifts could include anything from stationery and warm clothing to self-help books to empower our residents.

You can pop by your local YMCA reception or email mpr@nottsymca.org.





Get in touch

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globe nottsymca.com

✉ recruitment@nottsymca.org

📍 Nottinghamshire YMCA,
Nottingham Voluntary Action Centre (NVAC),
7 Mansfield Road,
Nottingham,
NG1 3FB