**Working for Combe Grove**

**Discounts**

* You will be given two cards for yourself and one other here at Combe Grove to get discounts that are offered around Combe Grove.
* This includes discounted room stays – on the weekends its £50 and during a week stay it will be £30
* There are discounts on any therapy treatments up to 50%
* Further to this, purchasing food from the restaurant menu will have a 50% discount

**Free Use of Facilities**

* Free use of the Coach House which will include free use of the indoor and outdoor swimming pools and free access of the gym.
* Joining classes are free

**Free Staff Meals**

* Staff food is provided for free at 11:30 daily and breakfast for nights team and early team members is provided every day.
* Free refreshments such as tea and coffee.

**Parking and Travel**

* We have a free onsite staff car park
* If your vehicle is used for business use, you will be reimbursed 45p a mile for fuel costs and vehicle upkeep.

**Pension**

* You will be automatically enrolled into our NEST Pension scheme

**Your Development**

* As a new starter you will have a comprehensive induction, going around each department, meeting managers and team members, learning about the organisation
* We offer a wide range of apprenticeships across the organisation with huge opportunities to develop and support each apprentice throughout their education and career. The whole apprenticeship course is fully paid for.
* In addition to apprentices, we also offer mandatory training and consider other training plans and courses if an employee wishes to attend it which is all fully paid for.
* We conduct regular 1:1s which is important for development, discussing what went well, what can be improved and setting new goals and targets to gain and achieve.

**Work-life Balance**

* Holiday allowance allocated is 30 days per annum. After 2 years’ service this increases to 31 days, 3 years increases to 32 and 4 years increases to 33.
* We can discuss and arrange flexible working for employees depending on the role.

**Other Combe Grove Activities**

* We welcome and encourage team members to join in with events and talks that Combe Grove offer