

Employee Reward Package

Registered Manager – North East

At Team Fostering, we recognise that rewarding employees is about much more than salary alone. As part of our Total Reward Approach, we offer a comprehensive package of pay, benefits, recognition, wellbeing support, and learning and development opportunities designed to attract, retain, motivate, and develop our team.

Our approach reflects our commitment to creating a positive workplace where employees feel valued, supported, and empowered to achieve their full potential while making a difference to the lives of children and families.

Contract Status	Full Time – subject to probationary period, enhanced DBS clearance, required certification and satisfactory references
Place of Work	Base location is one of our North East offices, currently based in North Shields or Middlesbrough. <i>We offer hybrid working which includes a blend of home and office working with a requirement to travel to our other Team Fostering offices in the North East, Yorkshire & East Midlands and to attend face to face meetings when necessary.</i> Mileage is currently paid at 45 pence per business mileage.
Salary	£60,052.05 - £64,341.48
Flexible Working	Contracted hours are 37.5 hours per week Team Fostering recognises the importance of achieving a healthy work-life balance and offer a range of flexible working arrangements to support employees in managing personal and professional commitments. Our flexible working benefits include: • Hybrid working opportunities. (minimum of 1 day office based) • Flexible working arrangements, where operationally appropriate. • Flexi Time Scheme. • Time Off in Lieu (TOIL) for authorised additional hours worked. • Agile working practices across our regional offices. These arrangements help employees balance work and home responsibilities while continuing to deliver high-quality services.

	<i>Working patterns can be agreed with your manager to suit both parties if operational needs are met.</i>										
Pension	We have a Contributory Pension Scheme in place for all eligible employees. Our pension policy is an employer's contribution of 3% and employees' contribution of 5% of qualifying earnings between the Automatic Enrolment earnings thresholds You can elect to make your contribution by salary sacrifice if you wish. Information will be made available to you to assist with making this decision when you join us. You can of course pay higher than 5% to secure yourself a better pension, but the Company contribution would remain at 3%.										
Annual Leave	30 days annual leave entitlement each year plus 8 Bank Holidays (pro rata) The annual leave year runs from 1 January to 31 December.										
Sick Pay	<table> <tr> <td>Up to 6 months service -</td><td>2 weeks paid sickness</td></tr> <tr> <td>6-12 months service -</td><td>4 weeks paid sickness</td></tr> <tr> <td>12-24 months service -</td><td>8 weeks paid sickness</td></tr> <tr> <td>24-36 months service -</td><td>12 weeks paid sickness</td></tr> <tr> <td>36 + months service -</td><td>16 weeks paid sickness</td></tr> </table>	Up to 6 months service -	2 weeks paid sickness	6-12 months service -	4 weeks paid sickness	12-24 months service -	8 weeks paid sickness	24-36 months service -	12 weeks paid sickness	36 + months service -	16 weeks paid sickness
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Life Assurance	Two times basic salary to nominated individuals should an employee die in service.										
Recognition & Celebration	Recognising and celebrating the contribution of our employees is an important part of our culture. Team Fostering offers a range of recognition initiatives to acknowledge individual and team achievements. These include: • Long Service Awards • a £250 loyalty bonus after five years' service and every five years thereafter • employee shout outs, thank you messages and achievement posts • celebration events throughout the year • regular team away days • employee										
Health & Wellbeing	Supporting employee wellbeing is a key priority. In addition to our Employee Assistance Programme, Eye Care and GP Helpline noted below, employees can access a range of services designed to support their physical, mental, and financial wellbeing, including: • Annual flu vaccinations. • Financial wellbeing tools and personal debt management advice. • Mental health support, including MyMindPal resources. • Discounted gym memberships.										

	• Active lifestyle discounts. • Funeral Concierge services for additional peace of mind. • Health and wellbeing advice through our employee benefits platform. • Optional Health Cash Plan options for dental, optical and healthcare costs.
GP Helpline	Staff are able to access a free GP telephone or video consultation GP service from a qualified doctor. This employee benefit has been introduced to help staff when they are struggling to get a GP appointment with their own doctor. It is intended to compliment but not replace their normal GP services and it is available to partners and children living in the same household.
Eye Care	Team Fostering will fund the cost of an eye test for employees who use display screen equipment. This may be claimed every 2 years. If you require glasses in order to use display screen equipment, Team Fostering will provide up to £50 towards the cost of glasses.
Employee Assistance Programme	We offer all staff access to a 24-hour support and advice line to qualified and experienced counsellors offering a range of services designed to help manage the increasing demands placed upon us both at home and at work.
Employee Benefits Scheme	We offer all staff access to an online employee benefits scheme featuring discounts from over 400 retailers and service providers in the UK, both online and in store. Employees can access details of their reward package and view their individual Total Reward Statement through the Bravo Benefits Portal. The portal provides information on employee benefits, discounts, wellbeing services and recognition initiatives available as part of employment with Team Fostering
Salary Sacrifice Schemes	We offer a cycle to work scheme and electric vehicle salary sacrifice scheme which allows you to purchase a bike or car, plus a range of appropriate accessories to support your commute to and from work.
Employee Voice, Engagement and Involvement	At Team Fostering, we are committed to creating an inclusive and collaborative workplace where employees have opportunities to influence and contribute to the development of the Agency. Employees can participate in a range of staff-led groups, including the Employee Forum, Learning and Development Group, and Equality, Diversity and Inclusion (EDI) Group. These groups provide valuable opportunities for employees to share ideas, raise issues, shape workplace initiatives, contribute to learning and development opportunities, promote equality and inclusion, and support continuous improvement across the organisation.

	Employees also have opportunities to play an active role in promoting a safe, healthy, and supportive working environment. Staff can become involved as Health and Safety Representatives, First Aiders, or Fire Wardens, making an important contribution to the wellbeing and safety of colleagues, visitors, and service users. Through active employee involvement, we strengthen engagement, encourage innovation, and ensure that employee voices help shape the future direction of Team Fostering.
Learning & Development	We are committed to supporting the continuous professional development of our employees. We provide access to a wide range of learning and development opportunities, including induction programmes, role-specific training, Continuous Professional Development (CPD), professional qualifications, and bespoke development opportunities. Employees are supported through regular performance and development discussions, annual reviews and Personal Development Plans (PDPs), helping them build their skills, achieve career aspirations, and prepare for future opportunities within Team Fostering.
Employer Accreditations	Team Fostering is proud to hold several recognised accreditations that demonstrate our commitment to supporting employees and creating a positive workplace culture, including: • Real Living Wage Foundation Employer • Investors in People Accredited • Better Health at Work Award Holder • Mindful Employer • Disability Confident Employer These accreditations reflect our commitment to employee wellbeing, equality, inclusion, development, and fair reward.

Team Fostering's Total Reward Package combines competitive pay, comprehensive employee benefits, meaningful recognition, wellbeing support and professional development opportunities, ensuring employees feel valued, supported and rewarded throughout their career with the Agency.