



GROUNDWORK

CHANGING PLACES
CHANGING LIVES











WORKING FOR
GROUNDWORK YORKSHIRE

WHO ARE WE

Groundwork Yorkshire has offices in Morley, Wakefield, Hull and Selby and we deliver services across Yorkshire & the Humber. This means that our teams are geographically dispersed across the region, with our main hub in the south Leeds suburb of Morley.

- We employ 70 people in the charity and 16 through our trading companies
- Our average length of service is five and a half years
- 56% of our team members are full time, and 44% are part-time
- 53 are based in Morley, and 17 work in our remote offices/locations

Why work for us?

We pride ourselves on our welcoming and supportive culture, where people can bring their authentic selves to work. If you come to work for us, we are confident that you will find us to be a friendly, positive and dedicated group of people. We're all helping to change places and change lives, whether we're directly supporting local communities, improving parks and play spaces or working behind the scenes.



Sarah Munro
Peter Murphy
Emily Thompson
Co-Chief Executives

FLEXIBLE WORKING

Most of us are able to benefit from a high level of flexibility in our roles. We offer full and part-time opportunities, term-time work, summer/winter hours, flexible start and finish times and a mix of home and office working (although this may depend on your role). We offer flexi-time and time off in lieu so that you can strike a balance between busy times and achieve a positive work/life balance.

Parents and carers benefit from formal policies to assist in the event of an unexpected or emergency issue, but this approach applies equally for all of us, so just let us know if your house is flooded or you've had a break-in, and we'll figure out the best way of supporting you. We also offer up to five days of paid compassionate leave, if you suffer a bereavement.



DAVE'S EXPERIENCE

"As an autistic, dyslexic, gay man the' wrong side' of 50 you'd think I would stand out from a crowd, but I have to say, for the first time in my working career I really feel like I fit in. I have found my people, a culture that not only accepts but embraces diversity and uniqueness but encourages you to give that individuality a voice.

"Working for Groundwork Yorkshire has given me the ability to flourish in both my professional and personal life, which has a positive impact on my mental wellbeing and sense of identity, I like who I am now and Groundwork Yorkshire does too."

ONBOARDING, TRAINING & DEVELOPMENT

We offer a structured induction that is tailored to each team and covers the basics, including any essential training.

You will be supported by your line manager through regular catch ups and 1:1s during and after your probationary period.

As part of the Groundwork Federation, many of us have the opportunity to work alongside our colleagues across the country by participating in Groundwork's professional networks.

Depending on your role, you may benefit from structured training opportunities that will equip you to fully deliver your objectives, support for your professional development or to improve your skills and knowledge. We often partner with funded training providers to access formal and accredited training. Recent examples include working with Learning Curve to offer a L2 Mental Health First Aid qualification, and with #WECAN (Women Empowered Through Coaching and Networking) to offer a L3 ILM Leadership & Management qualification.

Groundwork Yorkshire will cover required training costs but we may ask you to reimburse us, if you leave within a set period of time after benefitting from training.



HOLIDAYS & PENSIONS

All employees are entitled to 25 days' paid leave plus statutory holidays. This rises to 27 days after three years' service and 29 days after five. We are closed between Christmas and New Year, which is allocated from your paid leave allowance. Part-time staff receive a pro-rata share of this entitlement.

It's important to save for your retirement, and the earlier you start, the better. We're with the People's Pension, and qualifying staff are auto-enrolled into the scheme. You will pay 5% of your salary into the scheme, and Groundwork Yorkshire will pay 3%.

NICK SAYS:

"Groundwork offers us flexitime and hybrid working which means that I can fit in family tasks on mornings and evenings around my hours in the office, and work from home on days that I need to. This helps me find a good work-life balance which I think is important."



HEALTH, FITNESS & WELLBEING

We offer company sick pay. Our aim is to support you through a period of illness and help get you back to work.We offer occupational health assessments, flexible accommodations (such as phased returns to work, modified duties or reduced hours working) and support to help get you back on your feet.

If your role qualifies, we offer routine health surveillance; including hearing tests, hand and arm vibration assessments, and eye testing. You can take part in groups and initiatives, like our Menopause support group.

We also offer a death in service benefit, which pays three times your salary in the event of your death while at work.

Groundwork Yorkshire
July 2026

We have a cash plan* for optical, dental and therapy treatments (including physiotherapy, acupuncture, osteopathy, homeopathy and chiropractic treatments) for our staff and their dependent children. We also cover alternative treatments including acupressure, allergy testing/food intolerance testing, aromatherapy, hypnotherapy, Indian head massage, nutritional therapy, reflexology, reiki and sports massage.

The plan* supports our mental health and wellbeing, we have a 24-hour telephone line for confidential help and advice on medical, legal and domestic issues. You can access online health and wellbeing resources and we also offer face-to-face counselling and Cognitive Behavioural Therapy (CBT).

* You will be enrolled in our Health Plan when you have completed your probationary period.

HEALTH, FITNESS & WELLBEING

If you're struggling to get a GP appointment, our service enables you to speak to a GP 24/7 over the phone or via web app, arrange a video consultation and get prescription medication. If you're worried about a medical condition, we offer a second opinion from world-leading specialists, via a dedicated case manager.

You can get discounts and rewards from hundreds of leading retailers, restaurants and destinations through our health & wellbeing provider.

You also benefit from discounts on gym memberships, digital fitness subscriptions and equipment across a network of gyms, studios, fitness centres and sports clubs across the UK.

We are a Corporate Member of Active Leeds, which means you can join Active Leeds (and get access to all sites across the city) and get a 12 month contract price on a flexible membership plan, saving £132 per year.



NICKIE'S STORY

Volunteer to Senior Community Co-ordinator



"I met Groundwork Yorkshire back in 2007/8 when I was living in Rothwell. When I first moved there, I knew no one and was on my own with three young children. I joined a Mum's group at the local community centre which is where I first heard about Groundwork. They were carrying out consultation events to improve the local community and I ended up setting up a community group, mainly as a way of meeting people.

"As my children were beginning school, I was thinking about what I wanted to do career wise and I mentioned to the Community Co-ordinator, Jason, that I would love to do something around community work but had no idea about how to make that a reality.

Jason suggested that I volunteer at Groundwork and soon found that I loved the charity, the people and their values. After volunteering for eight or nine months, I was nominated for outstanding contribution volunteer for Yorkshire & Humber and won!

"Shortly after this I applied for a paid role within Groundwork's Communities Team but unfortunately nerves got the better of me and I was unsuccessful. Three months later I got the opportunity to apply again for another position with the communities team and this time, I got the job! The role was a dream come true and gave me the opportunity to work in many different areas across the city and beyond. An opportunity then came up for me to apply for a more senior position. I jumped at the chance and was thrilled when I got the call to say I had been successful. I have been at Groundwork now now for 14 years and I can't think of a better place to work.

"Groundwork Yorkshire really lives up to its core values of **Changing Places, Changing Lives**. Groundwork not only changed the area in which I was living for the better but changed my life too."

THE LITTLE THINGS

Sometimes, the little things can make a big difference. If you come to work for us, you will get:

- **Free car parking**; We have a small carpark at our Morley office that operates on a first-come, first-served basis, plus ample free-parking right next door to the office (some restrictions apply). Free parking is available for staff at Wakefield Kirkgate, Selby and Hull.
- **Branded clothing**; including hoodies and fleeces for when it gets cold
- **Free tea and coffee** (and the occasional sweet treat)

Working in partnership with public, private and community stakeholders, we improve, protect and enhance our local communities, partners and environment. A wholehearted THANK YOU is extended to all the organisations and people we have worked with this year.

STAFF BENEFITS (JULY 2026)
GROUNDWORK YORKSHIRE

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