

# Working for Estyn



At Estyn, we recognise that our people are our most valuable resource.

As an organisation consistently ranked among the top Civil Services organisations within the Civil Service People Survey, and as Investor in People (Gold) organisation, we know our people are highly engaged in our work.

In choosing to work for us you are part of an organisation which offers a unique employee experience that includes:

- Pride in supporting our mission to provide public accountability on the quality and standards of education and training provision
- Opportunities to inform the development of national policy by the Welsh Government
- Satisfaction that you are helping to build capacity for improvement of the education and training system in Wales

Estyn will provide:

- Strong leadership and values
- Open communication and a commitment to continuous improvement
- Significant investment in your personal and professional development

Read on to find out more about the benefits available to all Estyn employees:

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|  Pay                     |  Health and wellbeing     |
|  Pension                 |  Family friendly policies |
|  Financial Assistance    |  Cycle to work            |
|  Holiday and other leave |  Professional development |
|  Flexible Working        |  Discounts and savings    |
|  Inclusion / Social      |  |

**This document is also available in Welsh.**



## Pay

Our pay grade bands/rates mirror the Welsh Government and are higher than many other Civil Service organisations. We remain committed to paying increments to all eligible staff up to their pay band maximum.

## Sickness absence provisions

If you are unfortunate enough to become ill, our sickness absence policy provides you with up to six months full pay in any period of twelve months then up to six months half pay in any four year period.



## Pension

Working for Estyn entitles you to become a member of the Civil Service Pension Scheme, and we contribute by paying in around 20 to 24.5 per cent of your salary annually.

The Civil Service Pension Scheme will pay a lump sum of either 2 or 3 times your pensionable pay (depending on specific scheme) to a nominated person(s) in the event of your death in service.

Find out more:

[www.civilservicepensionscheme.org.uk](http://www.civilservicepensionscheme.org.uk)



## Financial Assistance

[The Charity for Civil Servants – for you, by you](#) – can provide financial support and advice to current, former and retired civil servant.

As well as providing monetary help and advice, the charity also provides support with issues ranging from mental health to relationships.



## Holiday and leave

We offer a generous annual leave allowance. Full time members of staff receive 31 days' plus 10 days' public and privilege holiday each year. Annual leave is pro-rated for those who work part-time.

There are also options for paid special leave for reservist training, public duties, study leave and compassionate leave.

We can even offer unpaid career breaks of up to five years..



## Flexible working

We value a work-life balance and consider all requests for flexible working, including part-time, part-year (term-time only), job share, compressed hours, annualised hours, and partial retirement. If flexible working can help you, and can work for the business, we will try to accommodate it.

All Inspectors are home-based and in Corporate Services you are able to participate in our flexi-time scheme.



## Health & Wellbeing

We know how important it is for you to feel at your best – both in and out of work.

Our promotion of the health and well-being of our people has been recognised through the achievement of the Silver Award for the Corporate Health Standard.

We offer a free annual health check and will pay for an eye sight test every two years (and contribute up to £50 towards the cost of glasses where these are solely needed for working on the computer).

Our Employee Assistance Programme provides 24/7 access to emotional support, counselling and access to specialist advisors and information and advice.

You also have access to the [Civil Service Sports and Leisure Council](#) and Health Insurance plans through [Civil Service Healthcare](#).



## Family friendly policies

Competitive family friendly packages, including maternity, adoption, paternity, shared parental and parental leave together with provisions for paid and unpaid special leave and career breaks.

See [Family friendly policy](#) for details of entitlements to leave and pay.



## Cycle to work scheme

We offer a cycle to work scheme and through the scheme, you can purchase a bicycle up to a value of £1,000 and pay for this via your salary over a 12-month period. You can save 32% of the cost of a new bicycle via the scheme.



## Professional development

As an accredited Investor in People (Gold), we are committed to improving performance and realising our objectives through good management and development of our people. We will support you with learning and development needs, including Continuous Professional Development. All staff receive a comprehensive induction and Inspectors benefit from a peer mentoring programme during their first year.

### Professional Subscriptions

Our commitment to your professional status is demonstrated by paying your professional subscriptions if you are required to be a member of a professional institute or association that has a direct link to your job.



## Discounts

You can join partner organisations to save on a range of goods and services, including:

- Boundless by the [Civil Service Motoring Association](#) (CSMA) – access to discounts on days out, holidays, ideas and offers
- The [Civil Service Insurance Society](#) (CSiS) – for your car, home and travel insurance needs



## Inclusion / Social

Estyn is committed to promoting and ensuring equality and valuing diversity. There are a range of networks available to offer help, support and social activities.

Social activities are important to emotional and physical health. Estyn staff arrange a number of social activities and are enthusiastic supporters of charity events such as the Wales Three Peaks Challenge and Ty Hafan's Taff Trail cycle challenge.