

It's a

great

place to be



Hello

I am delighted that you are considering Merthyr Valleys Homes as an employer.

Whether you are hearing about us for the first time, about to apply, or soon to be starting with us, I hope that this pack will give you an insight into the benefits and facilities available to our employees, and our inclusive culture. I joined MVH on its first day and have loved being an integral part of an organisation who are so passionate about making a difference ever since.

At MVH we recognise that our employees are our greatest assets and your wellbeing is always a top priority for us. It is my desire that we continue to enhance our current skills through welcoming new employees whilst nurturing and retaining existing talent. This will enable us to continue to provide housing and create opportunity for and with our tenants so they can not only live but also thrive in Merthyr Tydfil.

I hope you will join us on that journey.



Ruth Llewellyn
Head of Human Resources

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Membership
benefits

Joining our Mutual

On the 1st of May 2016, we were proud to become Wales first tenant & employee housing mutual.

As an employee of MVH, along with our tenants you will have the opportunity to become a member, owning a single non profitable share in our organisation.



Shape our future

“We are proud to be a fully mutual organisation owned by our tenants and employees.

Almost a third of tenants and nearly all of our employees have chosen to become members and to share the power in shaping and running our business.”

Marcus Powell | Democratic Body Chair

Getting involved

There are many ways to get involved. Every year you will have the opportunity to put yourself forward or vote for your preferred employee representative during our Democratic Body elections, and at our Annual Members Meeting you will be invited to exercise your vote to accept our annual reports.

As a thank you for your involvement, we have put together a Members Benefit Scheme which you can find out more about [here](#).

If you have any questions or suggestions, I would love to hear from you and look forward to meeting you soon!



Zoe Amos | Membership Involvement Officer





together
we're STRONGER

"At Merthyr Valleys Homes we believe **diversity and inclusion are more than just buzz words.**

They are the guiding principles upon which we build our teams, **cultivate our leaders**, and create an organisation where everyone feels comfortable bringing their **authentic, whole self to work.**"

Michelle Reid
Chief Executive



We're proud to have been awarded the Disability Confident Employer accreditation, which supports employers to make the most of the talents people with disabilities can bring to the workplace.

This accreditation helps us to draw from the widest possible pool of talent and we continue to find ways of improving how we attract, recruit and retain employees by removing barriers to ensure people with a disability have equality of opportunity to fulfil their potential.

One of the key objectives of MVH's equality strategy is to increase the diversity of our workforce to better represent and therefore serve our local communities. Receiving this accreditation is recognition of just some of the steps we are taking to deliver this commitment.



Find out more on our [website](#)



Making work,
work for
you




Flexible *working*

Our tenants needs must always come first but if your role allows for it, we believe that work should be about what you do, not where you do it.

As an agile and flexible employer, we are interested in hearing from the right candidates regardless of where you live and recent events have further strengthened this resolve.

Flexible working doesn't just mean working from home so even if your role is customer facing or site based we are always happy to talk about your flexible working options.

For some this may be part time or compressed hours while for others it may mean earlier start and finish times. Whatever your individual needs are, we will always do our best to find a solution that works for everyone!



“ How people work or want to work is unique and personal to them.

At MVH we recognise this and have a range of working arrangements that are as individual as your needs ”

Lorraine Oates | Deputy Chief Executive

Work-life

balance



Creating a healthy balance between work and play is essential when it comes to leading a happy and productive life.

At MVH we feel passionate that our employees have a supportive work environment while also having time to do the things you love with the people you love the most.

- We have a **range of family-friendly working options and flexible working arrangements** to suit your individual needs.
- We offer up to **27 days annual leave. We close for Bank Holidays and also have a Christmas shutdown** which does not impact on your annual leave allowance.
- **Maternity, adoption or shared parental leave of up to 26 weeks full pay** followed by 13 weeks of statutory pay and a further 13 weeks unpaid, and statutory paternity leave of 2 weeks.
- You will be eligible to **join our Local Government Scheme (LGPS)** and receive generous pension contributions. LGPS is an industry leading pension scheme for new and existing employees that's comparable with or better than the majority of pension options available across industry and privately. Find out more [here](#).
- We partner with **BUPA to provide practical and emotional support for you and your family** members when times get a little tougher. Our Mental Health First Aiders also work across the business in a voluntary capacity and are always available to provide support and guidance.
- To help you **save on everyday costs you will have access to our salary sacrifice schemes** including bicycles, computer equipment and cars .
- Savings can be made in selected supermarkets, high street retailers and many more through our **discount schemes**. We are also partnered with Specsavers to offer free eye tests.
- **Work In Confidence** provides a secure environment for our people to raise issues directly and anonymously with the appropriate manager.

Career

Development & Training



MVH offers a wide range of development and career opportunities to nurture and develop all employees

Profession training and development

We support our staff with **time and funding for profession related courses and qualifications** including role specific conferences

In-house training & development

We have a range of **courses on our Learning Pool system** as well as **tutor led job specific training** as required to **support the personal and professional development** of all our employees

Personal Development

Wellbeing, personal growth and development courses to support a diverse workforce

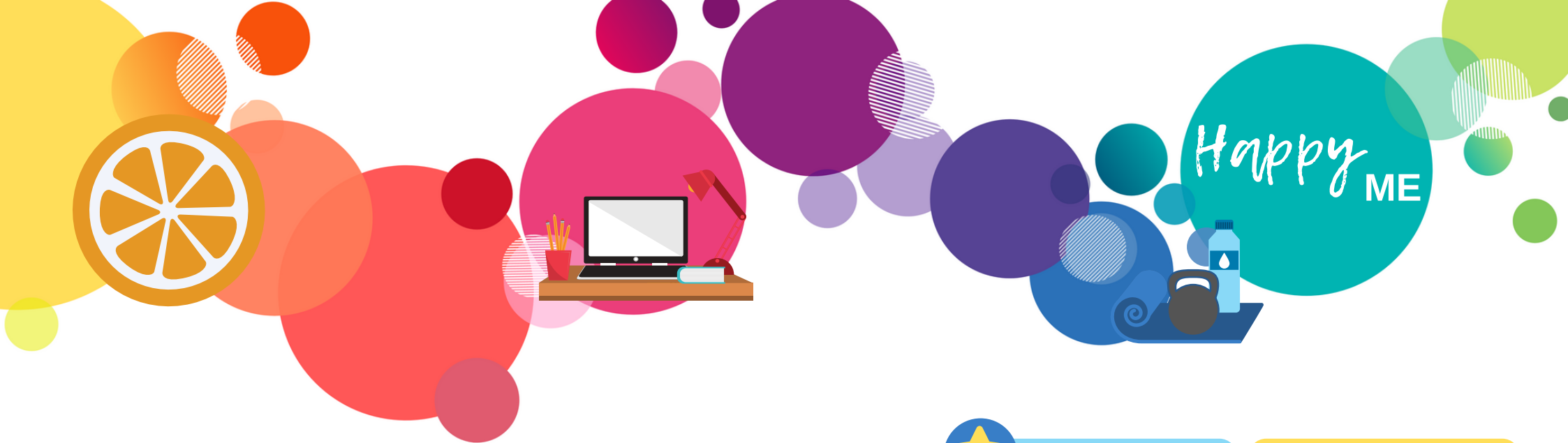
Regular feedback

Employee **reviews**, **1-2-1s** and annual **appraisals**

"We know that excellence can only be achieved by investing in and retaining the people who work for us. This is why our people count in more ways than one"



Anthony Hearn | Director of Housing & Communities



Supporting your *wellbeing*

As part of our team we want you to thrive in the good times but also to have something to fall back on when life gets a little tougher.

As part of HappyMe, we send out regular communications to help promote and support your wellbeing and you will also find lots of useful information stored on The Cwtch for when you need it the most. We cover everything from food and fitness to your financial & mental wellbeing.

We also have our on-line employee savings & benefit scheme, HappyDays, which is jam-packed with lots of fantastic offers on big name brands, high street shopping, groceries, attractions, together with lots of information on other MVH employee benefits and support for your well-being.

We always love to receive suggestions and share ideas through our HappyMe mailbox.

Happy ME



Healthy ME

Helping and supporting you to take care of your physical and mental health.

Balanced ME

Ensuring you have a good work-life balance.



Value ME

Ensuring your work environment encourages wellbeing.

Work ME

Ensure Happy Me is embedded in our culture.



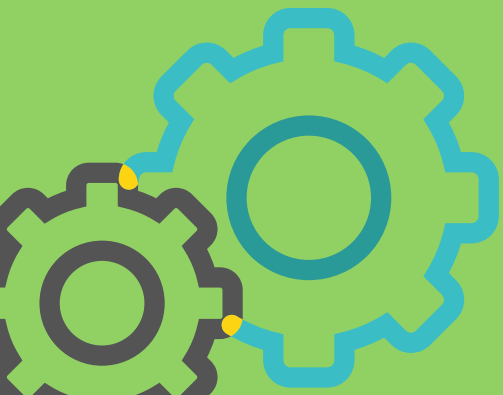
Investing in our communities



Giving back

You can be proud to be a part of an organisation where the spirit of giving back and making a difference is at the heart of everything we do.

We are not only passionate about the career development of employees but also the communities we serve through the following initiatives:



Our **Brighter Futures Project** helps people find meaningful work by providing support that is tailored to their individual needs such as writing CVs searching for jobs and preparing for interviews.

We also provide support to people to sustain their tenancy, with financial advice, energy efficiency information and support to enhance DIY and gardening skills. Learning a new skill or hobby is important too, and we support people in taking on new challenges.

"My experience with the Brighter Futures project has been life changing. I never believed I would get far in life and didn't think I would be where I am today, I'm so proud of myself."

I would urge anyone thinking about getting involved with Brighter Futures to go for it! I am proof you can achieve anything you want if you put your mind to it."

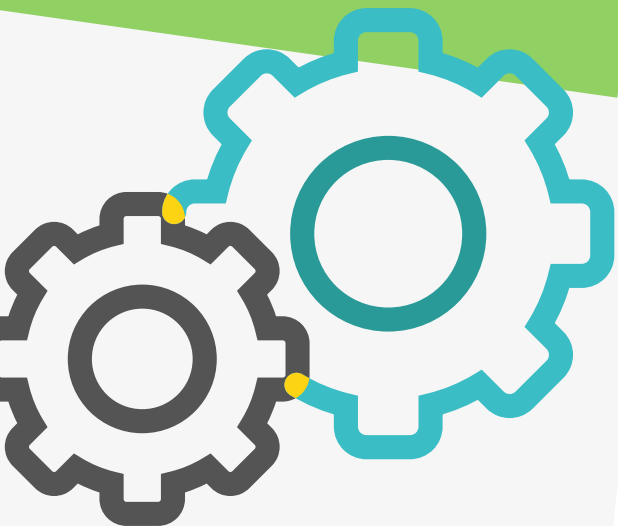
KICKSTART SCHEME

Our Mutual is proud to be working in partnership with local organisations creating **Kickstart** placements for young people aged 16 to 24. There is a mix of internal and external vacancies secured with local partnership organisations which are aimed at reducing youth unemployment and working closely with universal credit claimants.

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Cleaner & greener

Working



As a landlord, mutual, employer and partner within our communities we are passionate about playing our part in tackling the climate emergency.

We have begun to draft our Climate Strategy and objectives in a truly mutual fashion after recently holding our own climate summit. We recognise the urgency to transition to a net-zero business model and are committed to doing so by setting key milestones, with an explicit yet flexible strategy.

The principles that we will apply when considering our strategy will be just as important as the objectives that we want to achieve and will be based on the following:

- Equality at the core
- Socially just decisions
- Nature and biodiversity friendly

We know that we have much work to do. The climate is changing and we need to act now and we encourage all employees, new and existing to use their voices to influence positive change



Stacy Thomas | Director of Homes & Places



Further information

If you want your contribution to count and to work somewhere you will feel valued, come and join us!

For more information on any of our employee benefits, facilities or employee support networks, please contact our HR team
human.resources@mvhomes.org.uk

mvhomes.org.uk | 0800 085 8743



Merthyr Valleys Homes



@MerthyrValleysHomes



@MerthyrVH