

create a better place



Flood and Coastal Risk Management Teams

Candidate Information Pack



Job title: Flood & Coastal Risk Management Team Roles (see table listed on page 7 for details)

Job location: Various (see table listed on page 7 for details)

Date: July 2021

Reference: Flood & Coastal Risk Management Programme Team Leader - 18531

Flood & Coastal Risk Management Senior Advisor – Grade 6 – 18327

Flood & Coastal Risk Management Advisor – Grade 5 – 18308

Flood & Coastal Risk Management Officer – Grade 4 – 18307

Flood & Coastal Risk Management Officer – Grade 3 -18306

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1. Our organisation

We are the Environment Agency. We protect and improve the environment. Acting to reduce the impacts of a changing climate on people and wildlife is at the heart of everything we do. We reduce the risks to people, properties and businesses from flooding and coastal erosion. We protect and improve the quality of water, making sure there is enough for people, businesses, agriculture and the environment. Our work helps to ensure people can enjoy the water environment through angling and navigation. We look after land quality, promote sustainable land management and help protect and enhance wildlife habitats. And we work closely with businesses to help them comply with environmental regulations. We can't do this alone. We work with government, local councils, businesses, civil society groups and communities to make our environment a better place for people and wildlife.

Of course, none of this will be possible without the professionalism and dedication of our staff. We are committed to promoting equality and diversity in all we do, and to valuing the diversity of our workforce, customers and communities.

We're committed to helping our people to find new ways of working and to maintain our focus on creating a better place for people and wildlife. For more information on the Environment Agency and what we do, please visit: www.environment-agency.gov.uk/aboutus



[Website](http://www.environment-agency.gov.uk) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Instagram](#) | [Flickr](#) | [YouTube](#)



2. Salary and benefits

Join us in this role and you will enjoy the following benefits:

Grade Rate: Starting salaries listed below (pro-rata - if part time or an assignment)

Grade	Starting Salary
3	£23,963
4	£28,785
5	£36,389
6	£46,374

Location: Please see information in the table on page 7

Hours of work: 37hrs per week full time, part time/job share available

Leave entitlement: Your leave allowance will depend on your working pattern, plus bank holidays. Your allowance will be pro-rata if you work part time or you are on an assignment to a role at a higher grade that attracts an increased entitlement. Your entitlement depends on your grade, your contracted hours, and your length of continuous service. Please see the table on page 7 for the grade associated with the role you are applying for.

Grades 1 - 4	Grades 5 - 7
25 days	27 days

We also offer up to two days paid environmental outcome days each year. These give you the opportunity to take part in community activities with a clear environmental outcome for people and wildlife.



2. Salary and benefits continued

Pension:

We will enrol you into the Environment Agency Pension Fund (EAPF) on commencing employment, if your employment contract is for 3 months or more. The EAPF is part of the Local Government Pension Scheme (LGPS). It is a career average scheme, which means you will build up benefits based on your pay each scheme year rather than your final salary.

We will base your pension contributions on your actual pay and you will receive tax and national insurance relief on your contributions. The pension contribution rates currently range between 5.5% to 12.5%. Whilst you are in the scheme we will also pay an employer contribution into your pension pot. We currently pay 19%, so this is a very generous scheme.

Work/life balance:

We support flexible working hours and practices to help you strike a good balance between your work life and your personal life. We will also encourage you to keep developing your skills and professional knowledge throughout your career.

As government restrictions continue to lift, Defra is exploring future ways of working with flexibility in mind. This means, that subject to business need, successful candidates will be offered the option to combine working at home with working at their contractual Defra group workplace, with occasional travel to other work locations. Further information relevant to this post will be available for candidates invited to interview.

Diversity:

We are fully committed to being an inclusive employer and ensuring equal opportunities. We are keen to make our workforce as diverse as possible, and we hope to attract applications from under-represented groups, including Black, Asian and Minority Ethnic (BAME) people, people with a disability, and people with gender diverse identities. We would also welcome applications from



2. Salary and benefits continued

candidates from lower socio-economic backgrounds who are looking to take their first steps into the world of work and into learning

Relocation:

If you need to relocate to take up this role, we might be able to offer financial help with this. This will depend on your circumstances, so if it's something you are interested in, please discuss it with us to find out what the options are.

Tenancy deposit loan:

Our Tenancy Deposit Loan scheme assists employees directly employed by the Environment Agency in meeting the costs of a deposit for a privately rented home, which can sometimes act as a barrier to moving.

The scheme gives access to an interest free loan to pay for some or all of a deposit on a privately rented home. The loan can be paid back over a period of up to 12 months, directly from the monthly salary.





3. The Roles

Job Title and Grade	Starting Salary	Locations	Vacancy Reference	Contracts Available
FCRM Programme Team Leader – Grade 6	£46,374	1 x vacancy Leeds, York	18531	Permanent
FCRM Programme Senior Advisor – Grade 6 Job Profile AM06	£46,374	1 x vacancy Bedford, Bampton, Chelmsford, Colchester, Ely, Ipswich, Norwich	18327	Permanent
FCRM Programme Advisor – Grade 5 Job Profile AM05	£36,389	5 x vacancies Farnham, Kettering, Lincoln, Newcastle, Peterborough, Reading, Sevenoaks, Wallingford, Warrington, West Malling	18308	Permanent
FCRM Programme Officer Grade 4 Job Profile AM04	£28,785	3 x vacancies Bedford, Bampton, Chelmsford, Colchester, Ely, Ipswich, Norwich, Worthing, Sevenoaks, West Malling	18307	Permanent
FCRM Programme Officer Grade 3 Job Profile AM03	£23,963	1 x vacancy Welwyn Garden City	18306	Permanent

To apply for any of the roles above please see our jobs board [HERE](#)



3. The Roles continued

National locations

Area	Town(s)
Cumbria & Lancashire (CLA)	Penrith/Preston
East Anglia East (EAN)	Norwich/Ipswich
East Anglia West (EAN)	Bedford/Peterborough
East Midlands (EMD)	Nottingham/Mansfield
Greater Manchester, Merseyside & Cheshire (GMMC)	Warrington
Herts & North London (HNL)	Welwyn Garden City
Kent & South London (KSL)	Sevenoaks/West Malling
Lincoln & Northamptonshire (LNA)	Lincoln/Kettering
North East (NE)	Newcastle/Darlington
Solent & South Downs (SSD)	Chichester/Worthing
Thames (THM)	Reading/Wallingford
Wessex (WSX)	Blandford Forum/Bridgewater
West Midlands (WMD)	Birmingham/Lichfield/Kidderminster
Yorkshire (YOR)	Leeds/York

Please note that some of our Areas have additional sites. Unfortunately we cannot list all of these for selection. If you wish to be considered for any of these locations then please select one of the towns available in the same Area. You can provide further detail on your location choices in the free text box as part of your application.



3. The Roles continued

Flood and Coastal Risk Management Team

Flood and Coastal Risk Management (FCRM) plays a huge part in the work that the Environment Agency does; helping to protect against flooding and minimising the risks caused by any floods that do occur. The team manages programmes of work covering discrete areas across England. We're investing £5.2 billion between 2021 and 2027 to reduce flood risk to 336,000 homes across England.

We use a wide range of skills to help us plan for the future. They include the analysis of data to inform future investment plans, engagement with communities and professional partners and developing strategic approaches to future flood risk management.

We have an overview of how flood risk is being managed in our individual areas and we collaborate with other area teams, partner organisations and communities to plan future projects, such as the creation of new flood defences to protect people and property from future flood risk.

We are also involved in maintaining and updating strategic plans such as Flood Risk Management Plans, Catchment Flood Management Plans and Shoreline Management Plans.

Flood Risk Programme Team Leader – Grade 6 – 18531

Your excellent communication and interpersonal skills will be complimented by your enthusiasm and drive to achieve results, and to lead and coach others to do the same in a safe environment with well-being at the forefront of everything you do. In addition you should have a good understanding of the key issues relating to long term, sustainable Flood and Coastal Erosion Risk Management.

The ability to translate strategies and policy into plans and programmes for delivery is required and you should have experience of delivering results through others. Coaching and mentoring experience is essential.

Experience of working with internal and external partners to help deliver the outcomes of a specific function, project, or team, to time, cost and quality is required. Evidence of having demonstrated political awareness and sensitivity when dealing with external customers is needed.

It is desirable that that you are working towards becoming a member of the Institution of Civil Engineers (ICE), Chartered Institution of Water and Environmental Management (CIWEM) or an equivalent, relevant, professional body. We are looking for a candidate with the drive and vision to provide leadership and direction to the Environment Agency's Partnership & Strategic Overview



3. The Roles continued

(PSO) team. You will be responsible for leading and managing a team that is responsible for developing, maintaining and enhancing relationships with a range of strategic partners including local communities and businesses, Risk Management Authorities, and securing funding. Your team will provide leadership to identify, prioritise, assess and deliver new and/or existing Flood & Coastal Erosion Risk Management (FCERM) projects with our partners. You will focus on working closely with, and influencing, Lead Local Flood Authorities (LLFAs) and other Risk Management Authorities (RMAs). Using an evidence-based approach, your team will provide expert advice and guidance to deliver the best, long term, and sustainable, flood risk outcomes. You will help assess the risk to local communities and work with them to prioritise appropriate and cost-effective options for flood and coastal erosion risk management. Working collaboratively, and with a “yes if” approach. Your team will be seen as a “go to team”, to obtain Flood and Coastal Erosion Risk Management (FCERM) advice on government capital funding, planning-related flood risk assessments, permitting issues, mapping and modelling, and community engagement.

Partnerships & Strategic Overview support the whole lifecycle of our flood and coastal risk management assets. We use a wide range of skills to help us plan for the future. They include the analysis of data to inform future investment plans, engagement with communities and professional partners and developing strategic approaches to future flood risk management. We work in partnership with communities and other organisations to protect people and property from future flood risk.

Experience & Skills

You should be qualified to at least degree level (or equivalent) in a relevant subject such as environmental science, geography or engineering.

Through experience to date, you should be able to demonstrate most of the following:

- Good knowledge of Flood and Coastal Risk Management
- Sound project / programme management knowledge and skills.
- Ability to develop and maintain good working relationships with others
- Strong data management skills, and experience of interpreting large data sets, particularly in Microsoft Excel
- Good organisational skills, with excellent attention to detail
- Excellent communication skills are a must for this role as you’ll be working with a diverse range of people.

The key thing we are looking for is energy, enthusiasm and willingness to learn. If you don’t have



3. The Roles continued

experience in flood risk management, but feel you have the transferrable skills for this role, please do not be put off from applying.

Capabilities:

Programme & Project Management – Description: *Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.*

Communicates Effectively – Description: *Listens and questions to understand and engage. Conveys information and ideas clearly, accurately and persuasively through speech and writing.*

Delivers Results Through Others – Description: *Harnesses the team to deliver results on time, to required standards and in line with organisational processes and procedures.*

Customer & Partner Relations – Description: *Consults and collaborates with Customers and Partners effectively through awareness raising, education and combined projects, ensuring buy-in to initiatives and the beneficial promotion of the Environment Agency's duties and policies.*

Flood & Coastal Risk Management Programme Senior Advisor – Grade 6 – 18327

You will be required to take the lead on local contentious and complex issues, seeking joint wins and securing partnership funding for priority projects.

As well as being a mentor and coach to other team members, you'll provide specialist advice, guidance and support to senior managers and external partners. This will be consistent with legislation and best practice.

You will build and sustain excellent working relationships with partners; promoting and enhancing the Environment Agency's goals and reputation, securing partnerships and funding.

There are also opportunities to get involved with incident management when flooding occurs. We have a flexible range of roles you can volunteer for and you'll get all the training and support you need.

Experience & Skills

You should be able to demonstrate some of the following:

- Strong leadership skills and the ability to build relationships across a diverse customer base.
- Coaching and mentoring skills to get the best out of people and have an active role in their development.



3. The Roles continued

- Good organisational skills with attention to detail

Capabilities:

Achieves Results – Description: Sets and delivers high work standards, demonstrates the drive to meet targets. Prioritises and organises tasks and resources to ensure timely achievement of results.

Programme & Project Management – Description: Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.

Customer & Partner Relations – Description: Consults and collaborates with Customers and Partners effectively through awareness raising, education and combined projects, ensuring buy-in to initiatives and the beneficial promotion of the Environment Agency's duties and policies.

Uses Initiative – Description: Takes action before and/or beyond what is required, owning the outcome.

Flood & Coastal Risk Management Programme Advisor – Grade 5 – 18308

This role is varied and draws upon a diverse range of transferrable skills. Working closely with other teams from differing technical disciplines across the Environment Agency, you can expect to be involved in any of the following:

- Developing and planning programmes of work;
- Tracking programme progress and performance;
- Collecting, analysing and interpreting data;
- Advising on programme risks and opportunities;
- Working closely with project delivery teams, including local authorities;
- Preparing reports and presentations highlighting programme performance and risks to a variety of audiences.

There are also opportunities to get involved with incident management when flooding occurs. We have a flexible range of roles you can volunteer for and you'll get all the training and support you need.



3. The Roles continued

Experience & Skills

You should be able to demonstrate some of the following:

- Programming practitioner, preferable with a technical background, who is able to lead and support others in the delivery of programmes;
- Strong, effective communication skills (written and verbal) with a proven ability to develop and maintain good working relationships with others of all levels;
- Strong data management skills with the ability to interpret large data sets, particularly in Microsoft Excel;
- Ability to use their initiative, be flexible, innovate, solve problems and make decisions to improve efficiency and productivity;
- Good organisational skills with excellent attention to detail;
- Coaching and mentoring skills to get the best out of people and have an active role in their development.

Capabilities:

Programme & Project Management – Description: *Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.*

Communicates Effectively – Description: *Listens and questions to understand and engage. Conveys information and ideas clearly, accurately and persuasively through speech and writing.*

Leads People – Description: *Provides leadership that inspires and motivates others to achieve their personal goals and the goals of the Environment Agency.*

Delivers Results Through Others – Description – *Harnesses the team to deliver results on time, to required standards and in line with organisational processes and procedures.*

Flood & Coastal Risk Management Programme Officer – Grade 4 – 18307

This role is varied and draws upon a diverse range of transferrable skills. Working closely with other teams from differing technical disciplines across the Environment Agency, you can expect to be involved in any of the following:

- Developing and planning programmes of work;
- Tracking programme progress and performance;
- Collecting, analysing and interpreting data;
- Advising on programme risks and opportunities;
- Working closely with project delivery teams, including local authorities;



3. The Roles continued

- Preparing reports and presentations highlighting programme performance and risks to a variety of audiences.

There are also opportunities to get involved with incident management when flooding occurs. We have a flexible range of roles you can volunteer for and you'll get all the training and support you need.

Experience & Skills

You should be able to demonstrate some of the following:

- Strong organisational and inter-personal skills and a proven ability to use MS Office (strong Excel skills will be required);
- Understand and enjoy working with data and a sound knowledge of Project and Programme Management is desirable although not essential;
- GIS skills would be advantageous to help display powerful info-graphics;
- Able to present convincing verbal and written advice and have a practical approach to problem solving;
- A proactive approach and fresh perspective will ensure you're always looking for ways we can improve;
- A proven record of working with customers and delivering on time are essential.

Capabilities:

Data & Information Management – Description: *Collects, analyses, interprets, records, manages, develops and shares data, material or information appropriately for a variety of purposes.*

Communicates Effectively – Description: *Listens and questions to understand and engage. Conveys information and ideas clearly, accurately and persuasively through speech and writing.*

Works in Teams – Description: *Works co-operatively as part of a team to achieve common goals.*

Programme & Project Management – Description: *Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.*

Flood & Coastal Risk Management Programme Officer – Grade 3 – 18306

This role is varied and draws upon a diverse range of transferrable skills. Working closely with other teams from differing technical disciplines across the Environment Agency, you can expect to be involved in any of the following, typically as support rather than leading:



3. The Roles continued

- Developing and planning programmes of work;
- Tracking programme progress and performance;
- Collecting, analysing and interpreting data;
- Working closely with project delivery teams, including local authorities;
- Preparing reports and presentations.

There are also opportunities to get involved with incident management when flooding occurs. We have a flexible range of roles you can volunteer for and you'll get all the training and support you need.

Experience & Skills

You should be able to demonstrate some of the following:

- Strong organisational and inter-personal skills and a proven ability to use MS Office (strong Excel skills will be required);
- Understand and enjoy working with data and some knowledge of Project and Programme Management is desirable although not essential;
- GIS skills would be advantageous to help display powerful info-graphics;
- A proactive approach and fresh perspective will ensure you're always looking for ways we can improve;
- A proven record of working with customers and delivering on time are essential.

Capabilities:

Data & Information Management – Description: *Collects, analyses, interprets, records, manages, develops and shares data, material or information appropriately for a variety of purposes.*

Communicates Effectively – Description: *Listens and questions to understand and engage. Conveys information and ideas clearly, accurately and persuasively through speech and writing.*

Works in Teams – Description: *Works co-operatively as part of a team to achieve common goals.*

Programme & Project Management – Description: *Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.*

In the Environment Agency, our roles are grouped by grade and similar characteristics into one of seven job families. Job families describe the work undertaken in broad terms. This enables us to use generic profiles to broadly describe 80% of the key accountabilities, skills and experience for each job family at each grade.



3. The Roles continued

These roles fit into our Asset Management job family (see table above for relevant Job Profile)

Please contact the ea_resourcing_project@environment-agency.gov.uk if you would like to discuss the role in more detail or if you have any other queries regarding these vacancies.





4. Further Information

The Environment Agency values a diverse workforce and welcomes applications from all sections of the community who wish to join a workforce which embraces difference and welcomes everyone.

We aim to create and maintain a diverse workforce (including our Board and Executives) that better reflects the UK's economically active population. Therefore, we particularly welcome applications from Black, Asian and Minority Ethnic (BAME), disabled, female and LGBT+ candidates who are under-represented across our workforce.

We will consider flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application.

Training & Development - Apprenticeship Opportunities

There are also a broad range of meaningful, high quality apprenticeship opportunities available, to help further develop your skills and take your career to the next level.

Eligibility to apply and continuity of employment

Employment agency workers and contractors are considered to be external candidates and should therefore only apply for positions that are being advertised externally. They are also not eligible to claim continuity of employment should they be successful in securing a position with the Environment Agency.

If you have been a member of a Regional Flood and Coastal Committee in the last 12 months we will not be able to continue with your application based on agreed appointment rules related to employing ex-RFCC members. We would welcome an application from you once the 12 month period have passed.

For applicants who currently work in local government or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999, you may be eligible for continuous service for the purpose of calculating any future redundancy payment. In addition, if you can demonstrate that you have worked at the Environment Agency



4. Further Information

immediately before joining the Civil Service and are now being re-employed by the Environment Agency within a period of three years of leaving, you may also count your Civil Service employment for the purpose of calculating your service related entitlements as outlined above. If you are unsure of your status then you should contact your own HR Team.

Pre-employment Checks

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting staff to our posts. This includes a basic criminal records check.

For the great majority of roles in the Environment Agency this will be sufficient and only certain roles will require a higher level of clearance. Should this be necessary, you will be advised of this during the recruitment process.

Positions based at our London office or roles that require frequent travel to London require CTC level security clearance. This will be confirmed to you during the recruitment process.

Want to find out more?

To find out more about what it's like to work at the Environment Agency, please visit: <https://www.gov.uk/government/organisations/environment-agency/about/recruitment>





5. How to apply

We use an online recruitment system. To make the application process simple and straightforward, and so that you know how it works and what we need from you, we've put together a few hints and tips. Make sure you have all the information you need about the vacancy. For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.

The first thing you need to do is sign up to our recruitment system. You will need a valid e-mail address to log in and apply for opportunities, as all communication from us will be via e-mail. You can do this via the vacancy you are interested in by selecting '**Apply**' at the bottom of the advert.

Once you've clicked this link you'll then be asked:

- Do you have the right to live and work in the UK?
- Do you have the required qualifications or equivalent experience, which were stated in the job advert?
- Are you currently an employee of this organisation?

Simply answer yes or no and you can carry on with your application. You'll then see the '**Register**' page. Simply complete the details and select '**Submit Registration**' and register to the system. You only need to sign up to the system once; you'll just be able to login next time.

When it comes to the actual application, you need to fill out each section, please be aware that the system will automatically time out if you are inactive for more than 60 minutes. This will result in any unsaved information being lost so make sure you save what you are doing regularly. Once you've finished, your details and information will be saved on the system for any future applications – of course, you can edit your details at any point.

When you apply to the Environment Agency for a job we will ask you to provide your personal data on our application form. We need this information so that we can establish your identity and your right to work in the UK.

You can read our Data Protection Statement on the application process page of our recruitment system. It is also available for reference on each page of the actual application.



5. How to apply continued

Competence Questions/Statement

We're keen to know what makes you right for the job you're applying for and why we should ask you in for an interview. The competence questions/statements are your chance to convince us!

You should demonstrate how your skills, qualities and experience meet the requirements of the job (as described in the job advert and candidate pack). And instead of simply telling us, show us: use real life examples of where you've used a certain skill or how you've practically applied your experience. Using the STAR technique (Situation, Task, Action, and Result) will help you structure your answers in concise and logical format.

There's a 250 word limit per competence including spaces. It's a really important part of the selection process so make sure you keep your statement relevant and concise. Think about what we need to know about you and what you'd bring to the role and our organisation.

A full list of competencies, description and indicators for the roles above can be found here: [EA Capabilities](#)

Application questions

For some roles, we'll ask you some specific questions, like if you have a preferred work location. If you're disabled and you'd like to be part of our Guaranteed Interview Scheme, you can add this information in here.

Equality and Diversity

We're committed to reflecting the communities we serve and we'd like you to tell us about yourself and your background.

Submitting your application

Once you've filled out and completed everything, you'll be prompted to submit your application. Simply click the button and you're done.

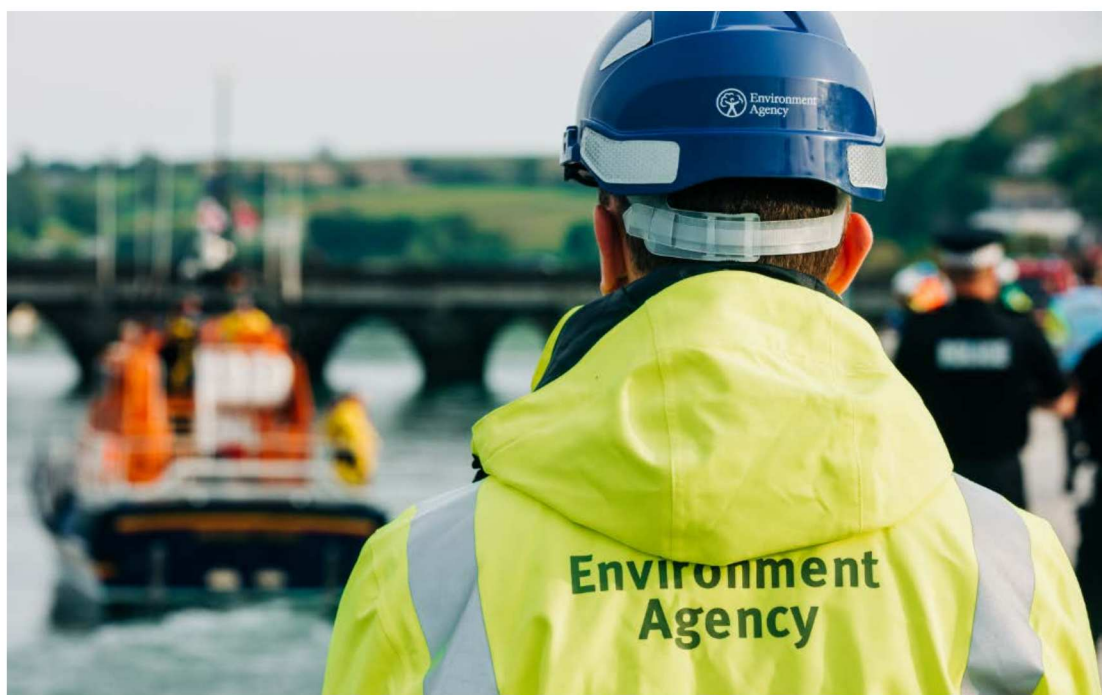


5. How to apply continued

Please be aware that once you've submitted your application, with the exception of the 'Personal Details' section you will not be able to edit your application further. If you decide to withdraw your application, you will not be able to submit another application for the same vacancy.

Setting up 'job alerts'

If you have been unsuccessful with your application you can set up email alerts for future vacancies. You will automatically receive an email when a job that matches your criteria becomes available. To do this simply click on '**create a new job alert**', enter your job criteria and save.



ENVIRONMENT AGENCY BENEFITS



The Environment Agency offers an attractive and competitive benefits package, including:

Core Benefits	Training & Development	Work/life Balance	Health & Wellbeing	Finance
<p>Basic Salary Based on skills and experience, in which salary ranges are subject to review each year as part of the pay award.</p> <p>Pension Scheme A career average revalued earnings (CARE) pension scheme. Contributions are based on your full time equivalent pay, ranging between 5.5% and 12.5%. The EA contribution is currently 19% of your pay.</p> <p>Holidays Annual holiday entitlement starting at 25 days plus statutory bank holidays (pro-rata for flexible workers). We also offer up to two days paid environmental outcome days each year</p> <p>Enhanced statutory policies Enhanced maternity, adoption and paternity leave, and sickness absence provisions.</p>	<p>Performance Management Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p>Learning & Development A range of training courses, leadership development initiatives and access to L&D materials are available, covering technical, managerial and personal skills.</p> <p>Examination Leave Paid leave for exams and revision for approved studies.</p> <p>Professional subscriptions We will pay the membership fees for one relevant professional association.</p>	<p>Flexible Working Flexible working patterns including job share.</p> <p>Travel & Transport Benefits A range of travel and transport benefits. Discounts on Haven Holidays and HotelStay.</p> <p>Shopping & Leisure Benefits A variety of discounts at online stores and leisure experiences available via Mylifestyle.</p>	<p>Occupational Health Access to Duradiamond Healthcare advisory service.</p> <p>Eye Care Free eye tests.</p> <p>Employee Assistance Service Access to Workplace Wellness available to you and your family</p> <p>Sports & Social Club Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p>Health Discounts Optional discounts provided by a number of external providers and health clubs</p> <p>Local Benefits These vary from region to region.</p>	<p>Interest Free Loans For season tickets, bicycles and safety equipment.</p> <p>Special Leave Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health & safety representatives.</p> <p>Financial Education Club Providing guidance on how to manage your finances including information on credit scores, pensions, buying your first house and getting debt-free.</p> <p>Tenancy deposit loan scheme Access to an interest free loan to pay for some, or all of a deposit on a privately rented home.</p> <p><i>The following benefits only apply to eligible roles:</i></p> <p>Lease Car Scheme Relocation Assistance Free Car Parking</p>