



Working at the Regulator of Social Housing





Working for us

At the Regulator of Social Housing, we support our people to do meaningful work by providing a flexible, well-being focussed environment and a great work-life balance.

We know that providing our staff with a supportive, flexible environment helps us achieve our shared purpose. We are committed to empowering our staff to become their best selves, through meaningful and rewarding work and creating opportunities for both personal and professional development, whilst ensuring well-being and great work-life balance. Embracing inclusivity, we recognise the benefits of a diverse organisation and take on a professional and collaborative approach.



Our Values

Our values lie at the heart of everything that we do to deliver our purpose and priorities, driving our culture and sense of belonging:

We are **professional and collaborative**, showing respect and courtesy to colleagues and stakeholders

We **embrace diversity** and seek to be an inclusive and supportive organisation

We are **confident** in our ability to deliver effective and efficient regulation

We act with **integrity** to reach evidence-based decisions

We are **agile** and react positively to change



Social Impact

Our people make a positive social impact, playing a crucial role in ensuring that social housing providers operate ethically and efficiently, directly benefiting vulnerable and low-income individuals and families in need of affordable housing options.

We have a strong ethical foundation, with our main objective being to safeguard the interests of tenants, ensuring that social housing providers meet high standards in terms of housing quality, safety and service delivery.

We provide a rewarding environment for those who are passionate about making a difference in society.



Our Benefits



PAY AND REWARD

We offer a competitive salary, recognising your skills and experience and also give access to our staff bonus scheme, which recognises exceptional performance. Salaries are reviewed annually in line with the government pay award.

PENSION

We offer access to the Civil Service Pension Scheme where you will receive a 28.97% employer contribution, along with peace of mind life cover of 2x salary.



HOLIDAY ENTITLEMENT

Enjoy a generous 33 days annual leave, plus 8 bank holidays, as well as the option to purchase up to an additional 5 days of leave.



EARLY CAREERS

We see the importance in the growth of early careers talent and support a range of apprenticeships, including our bespoke Accountancy Graduate Scheme.



WORK-LIFE BALANCE

We recognise the importance of having a great work-life balance, so benefit from flexible working, however this may look for you. This includes flexi-time, part-time, compressed hours or flexible start and finish times. We also operate a hybrid working model, where our staff have the opportunity to work the majority of their hours from home. On top of this, we offer enhanced maternity, adoption and parental leave, with supportive sickness absence pay.



RECOGNITION

Along with our annual performance related bonus and recognition of long service, we have a recognition scheme, where staff are encouraged to nominate colleagues for their contributions.



HEALTH AND WELLBEING

We understand the importance of your health and wellbeing. Benefit from access to our employee assistance programme, including free confidential counselling and wellbeing support, available 24 hours a day, 365 days per year.



We also offer free access to the Headspace wellbeing app, discounted gym membership, eye care vouchers and regular health screening via Nuffield Proactive Health to all staff. On top of this, we offer staff up to 2 days per year paid time off for volunteering.

TRAVEL

We offer season ticket loans for travel on trains and buses as well as access to our cycle to work scheme.



INCLUSIVE ENVIRONMENT



We think everyone should feel valued and comfortable to be their true self at work. We have a number of staff networks you can join, including our BAME and Women's networks and a number of opportunities for all voices to be heard. Our EDI sounding board group also work to make sure that we are always looking at what we can do better to promote an inclusive environment. We are also proud to be a Disability Confident Employer, ensuring a fair and equitable approach.

CAREER DEVELOPMENT

We want to support you in shaping your career with us and have a dedicated Learning and Development team, where you will benefit from a positive approach to both internal and external training. Our Management Development Programme nurtures our managers, developing core management skills. You will also benefit from paid annual membership for one professional body, along with support of continuous professional development.



DISCOUNTS

We offer a wide range of discounts at supermarkets, high-street shops, leisure facilities and more provided via our partner Edenred.

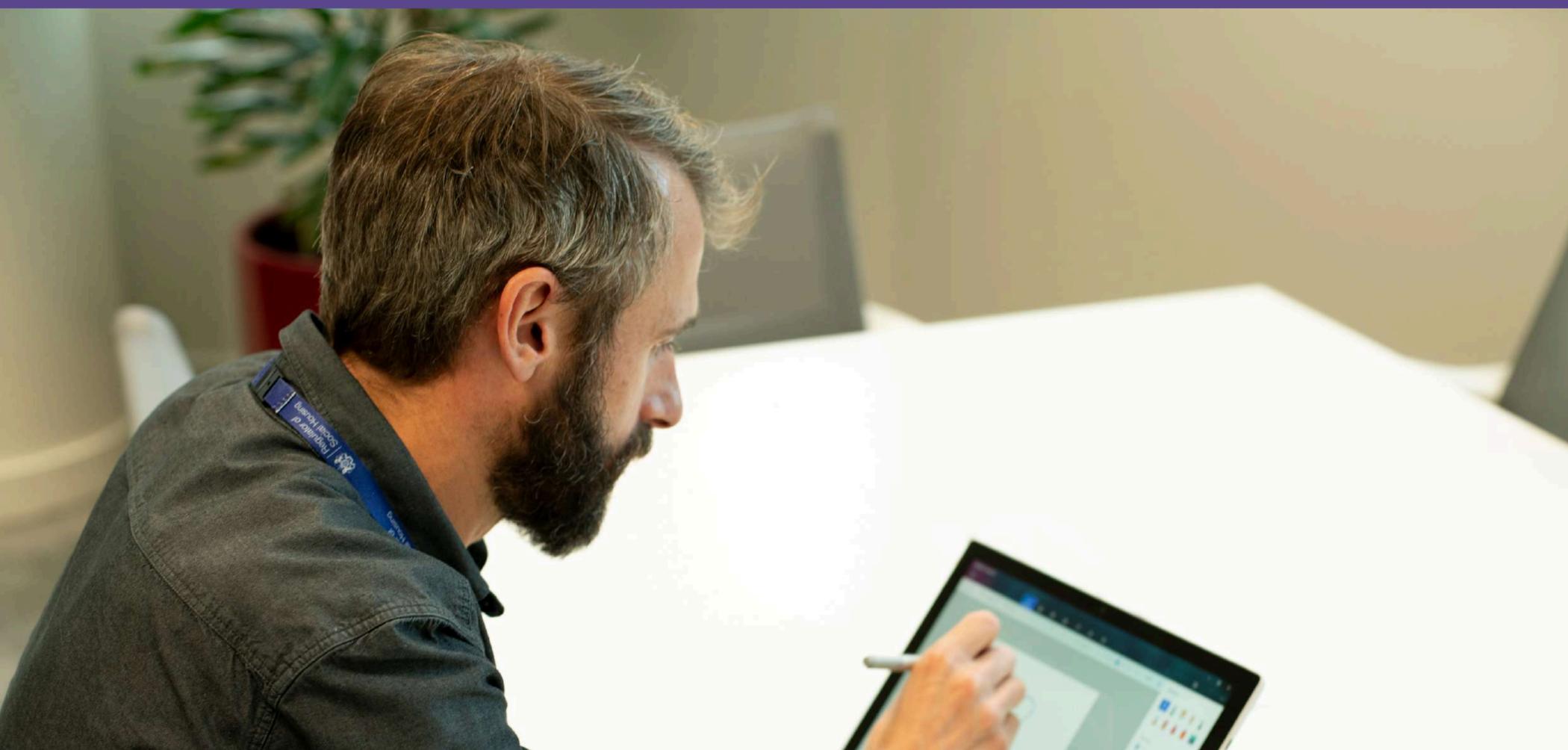


ENGAGEMENT

We make sure that our people are kept up to date on what is happening at RSH through our weekly newsletter, calendar of events and regular blogs. Our monthly whole organisation briefings help us keep in touch with other teams and allow opportunity for learning and feedback.



Our regular staff survey allows us to temperature check our employee engagement, listening to and acting upon feedback.





What our staff say

In our recent staff survey most people said that the best thing about working for the Regulator is the **flexibility and agile working**.



75% of our people would recommend us as a great place to work!

94% of our people find their work interesting

76% of our people are proud when they tell others they work for the Regulator

"I feel like I can achieve a really good work-life balance, whilst still doing really interesting and rewarding work."

"There's a feeling of doing something worthwhile, working with likeminded people to ensure access to good quality social housing."

"The flexibility offered is key to me. As well as the amazing 33 days holiday plus bank holidays..."



"I think it's a really supportive environment and really strong learning environment, with lots of opportunities to learn and develop my own skills."