

**NOW**

# Why work for us?

We're a social enterprise based in Belfast but working across Northern Ireland to support people with learning difficulties and autism into jobs with a future

**Tel:** 02890 436400

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**[www.nowgroup.org](http://www.nowgroup.org)**



# Our Services

We focus on supporting people into employment, training and volunteering.

We are passionate about supporting people with learning difficulties and autism into jobs with a future. We do this by offering a range of services that support people at whatever stage they are - whether that is just leaving school or college, unemployed, returning to work or graduates. We also offer a family service for new or expectant parents with a learning difficulty or autism and social groups.



# Our social enterprises



**Loaf Catering** is our catering business which delivers outside catering to businesses, functions etc.



**We run six cafes** four are in Belfast - The Bobbin in City Hall, Loaf on Grosvenor Road and the cafes at Ulster Museum and the Folk at Transport Museum at Cultra. We also have a cafe at the Ulster American Folk Park in Omagh



## **Loaf Pottery**

our sixth site is our pottery, pizzeria and coffee shop in Crawfordsburn where we offer wood fired pizzas and our range of beautiful handthrown pottery



## **JAM Card®**

an app lets people with a learning difficulty, autism or communication barrier tell others they need Just A Minute in social / business settings



## **Gauge Impact®**

is our research and evaluation business that specialises in helping companies and organisations measure their social impact





For every £1 invested in NOW Group 2019/20 we generated



We're an award winning social enterprise based in Belfast supporting people with learning difficulties and autism into jobs with a future



# Our Culture

## Our Mission

To support people with learning difficulties and autism into jobs with a future

## Our Vision

To support people with learning difficulties and autism into jobs with a future



### Courage

We have the strength, willingness and determination to initiate, make things happen and to carry them through.



### Accountability

We take personal responsibility for achieving our objectives and act with openness, integrity and trust.

## Our Values



### Collaboration

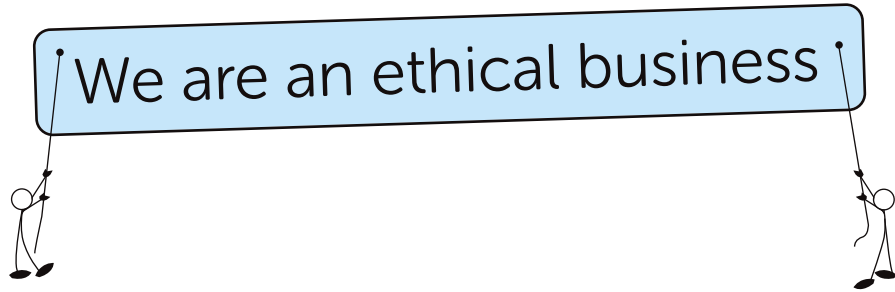
We are one company.  
We are all NOW Group people and treat each other with respect regardless of status.



### Impact

Our services change lives.  
We are relentless in our pursuit of success and excellence.

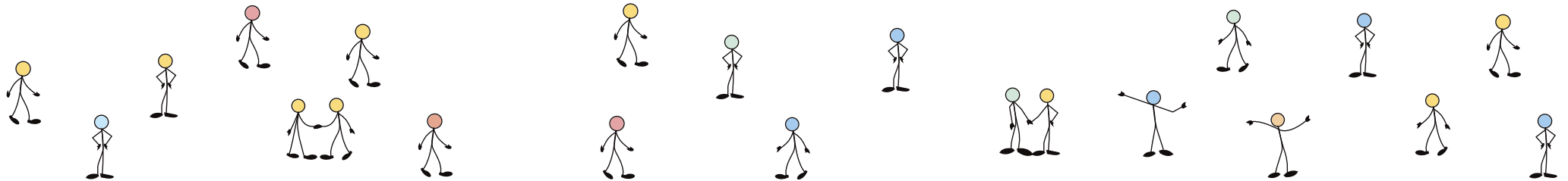




**We** are a business committed to doing the right thing for our staff, the environment and society.

**We** run a catering business that uses and sells no single use plastic and all our packaging is compostable.

**We** do not use single use plastic in our head office and all our staff have been supplied with either a reusable water bottle or coffee cup.



**We** run wellbeing initiatives which include a health cash plan, stakeholder pension scheme (5% employer contribution), Bike to Work scheme, flexible/agile working.

**We** offer opportunities for our staff to volunteer at the social and other events that we run for our participants.

**We** only want the best, most motivated people in NOW Group. Everything we do is focused on supporting people with learning difficulties and autism into jobs with a future. It's in our DNA.

**We** are socially focused and expect our staff to be entrepreneurial. We are constantly changing, evolving and innovating so expect change.

# Rewards and benefits



**37.5**

A working week of 37.5 hours including a paid lunch break of 30 mins

**37**

Statutory leave of 12 days is added to an annual leave entitlement of 25 days (pro rata) to give a total of 37 days. Annual leave entitlement rises to 26 days after 5 years and 28 days after 10 years service



20% staff discount in our cafés and on our merchandise



Health Cash Plan (on successful completion of probationary period)



Occupational Sick Pay based on length of service



Holiday purchase scheme



Flexible working initiatives



Bike to Work Scheme



Professional & personal development opportunities



Access to confidential Staff Counselling & Financial Advisory Services



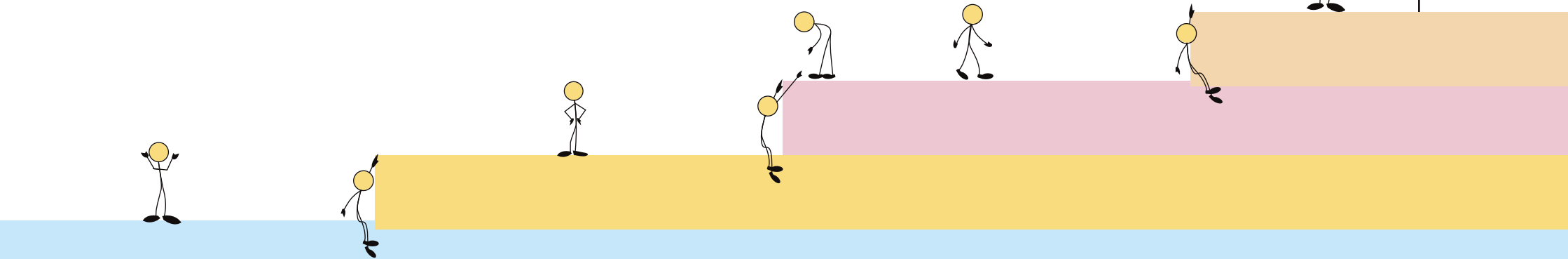
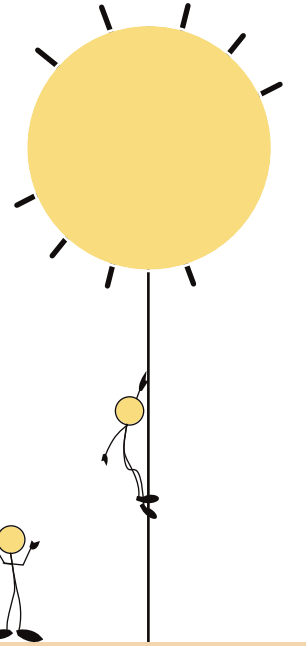
Stakeholder Pension Scheme (5% employer contribution)

# Development opportunities

Through our NOW Leadership Programme we offer development opportunities for our staff ready to take the next step in their career. We value our workforce highly and consider succession planning and staff retention as critical to the sustainability of our business.

# Performance

We manage our performance by an annual appraisal system that is supported by regular supervisory sessions between staff members and their managers.





# What Our People Say



I'm happy working for NOW Group. I feel the amazing people who work for the organisation contribute hugely to its success...



I love working for NOW Group. It's a great organisation with fantastic leadership. I really enjoy working for such a high performing organisation...



I am proud to work at NOW Group...



Supportive employer, who looks after and values their employees...



Great place to work...



If you do what you love you will never work a day in your life – that's what I do everyday...



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