

Summary of employee benefits



Charity Sick Pay

20 days' Charity sick pay per tax year, pro-rata for part-time



Pension Scheme and Enhanced Life Assurance

The Charity offers a Stakeholder Pension Plan to all salaried employees. This pension includes a minimum of cover of 1x annual salary life assurance. You will have the option to upgrade your life assurance to 4x annual salary.



Training and Development

You can request time to train or to undertake accredited programmes leading to qualifications, or, for unaccredited training, request assistance to help you develop your skills related to your job.



Enhanced Family Friendly Leave

After one year's continuous service, you will be entitled to enhanced maternity, paternity and adoption leave.



Flexible Working Patterns

Flexible hours are available through application to promote an improved work-life balance.



Pet-ernity

For employees with pets, time off for a new pet, vet appointments and the loss of a pet is available.



Gym Discount

A variety of fitness discounts available, including PureGym.



Private Healthcare and Employee Assistance Programme

We give all staff, their spouse or civil partner and any dependant children up to the age of 25 free membership of a private medical care scheme. You can also access a free Employee Assistance Programme and Doctor@Hand service.



Annual Leave and Sabbatical Leave

28 days' annual leave entitlement (including Bank Holidays) per annum (pro-rata for part-time), rising to 30 days' (including Bank Holidays) after three years' service. You will be entitled to an eight-week paid sabbatical for every 10 years' continuous service. Buying annual leave is available, to purchase three additional days per year.



Recognition

To celebrate major service anniversaries, we give all staff vouchers which you can redeem at a number of High Street and online retailers. The value of the vouchers increase each five years. Our employee of the quarter scheme recognises five employees each quarter with a £50 voucher.



Carer's Leave

Employees who act as carers for a dependant are entitled to one week paid leave, every 12 months.



Employee Discount Scheme

You will have access to a discount scheme through Rewards Gateway; this includes discounts from a wide variety of High Street and online retailers.