

EMPLOYEE BENEFITS (2022)

- **Annual leave** – 26 days' holiday, excluding public holidays. Annual leave entitlement for part-time staff is calculated on a pro rata basis. On top of your 26 days leave and public holidays you receive four days non-contractual gratia leave. Usually, this consists of three and a half days at Christmas and half a day at Easter. However, the dates are subject to change depending how Christmas falls.
- **Flexi-Hours Working Scheme** – Opportunity to work flexibly around core hours (9:30am – 12:00pm and 2:00pm – 4:30pm – Mon – Thu, 12:00pm - 4:00pm on a Friday), as agreed with line manager.
- **Medicash** – corporate group membership of a health cash back scheme.
- **Assistance with travel** – the opportunity to take out an interest free loan of up to £10,000 to assist with travel to and from work (available after first three months of employment).
- **Group Personal Pension Plan** – the pension provider is Royal London.
- **Death in service benefit** – a lump sum payment equal to 4 x annual salary is paid to a nominated beneficiary in the event of death in service.
- **Headspace** – the opportunity to have a free full membership with Headspace.
- **Employee Assistance Programme** – Employees have access to an Employee Assistance Programme (EAP), through WeCare.
- **Leave Purchase Scheme** – Employees may purchase up to 10 days additional leave per year.