

# OUR BENEFITS



## Holiday

You will have 26 days holiday per year, plus a further 3 flexible days. Our holiday year runs from 1 February to 31 January.



## Buying Holiday

You can purchase up to 5 extra days of holiday per year. The cost is spread at a day per month and will be deducted from your salary.



## Enhanced Sick Pay

We offer discretionary enhanced sick pay, in the unfortunate event that you are unable to work due to sickness.



## Itad Rewards

Our rewards platform offers a wide-range of shop discounts both online and in-store, a cashback card, cinema discounts, promotions and competitions.



## Eyecare Voucher

We provide eyecare vouchers, valid at any UK Specsavers for a free eye test. If you need glasses, you also have a contribution towards the cost of these



## Cycle to Work

Our Cycle to Work Scheme is partnered with Halfords, which can be accessed via Itad Rewards. This is a salary sacrifice scheme, giving you a cost-effective option to purchase a new bike.



## Flexible Bank Holidays

We all celebrate at different times so taking holidays at the same time doesn't make a great deal of sense. If you want to work on public holidays and take those days at a different time, that's fine!



## Employee Assistance

We have partnered with Health Assured, an independent organisation. You can access 24 hour, 7 days a week, confidential support and counselling from them.



## Flexible Working

We are proud to offer flexible working, including Flexible Bank Holidays and Compressed Hours. We believe this contributes towards a healthy work-life balance.



## Pension

We provide a competitive and matched pension. Our pension has a wide range of fund options and you can choose the ones that are right for you.



## Life Assurance

Our scheme provides you with a life assurance payment up to 3 times your basic salary. Joining is automatic and you provides details of your chosen beneficiaries when you start.



## Family Friendly Packages

We are proud to offer enhanced family leave and pay to support you, should you wish to start or grow your family. We have developed this package to ensure that your wellbeing is our priority.



## Continuous Learning

We offer a comprehensive learning and development programme, including inductions, in-house courses, the Knowledge Hub, skills library, sharepoints and more.



## Dog Friendly Office

We are a proud dog friendly office and encourage you to bring your pooch in to keep you company. We that believe dogs make the office a warmer and more sociable space.