

What we offer

Flexible working hours

- 35 hour working week (full time)
- Home working
- A very flexible approach to the working week



Enhanced annual leave

- 30 days annual leave plus Public Holidays (pro rata for part time)
- Flexible ability to swap Christmas Day for another religious holiday.



Pension Scheme

- A competitive defined contribution pension scheme offering up to 8% employer contribution.



Family Friendly Policies

- Enhanced maternity pay
- Paternity, adoptive leave, shared parental leave and paid leave for IVF treatment available (subject to eligibility)
- Enhanced paid carers, time off for dependants and bereavement leave available.
- A Menopause manifesto commitment



Occupation sick pay

- A generous scheme depending on length of service starting from first day of employment of 2 weeks full pay
- After probation period up to 2 years 4 weeks full pay and
- After 2 years 8 weeks full pay and 4 weeks at half pay



Employee Assistance Programme

- EAP hosted by Mindful Employer Plus
- Free and confidential access 24/7 including counselling support



Wellbeing

- Monthly wellbeing perk paid into salary to support staff wellbeing
- Quarterly Mental Health First Aiders hot spot sessions
- Monthly Wellbeing newsletters



Professional development

- Supported learning & development programme



Team meetings

- In person annual 2-day team conference away days including social gathering
- In person Christmas meeting followed by social gathering



Employee Voice

- Freedom to Speak Up policy
- An internal HR Sounding Board (input into key decisions from all teams)
- Regular news updates and newsletters

