



Benefits. Made Simple

CONTRACTUAL BENEFITS

Holiday Allowance

25 days increasing 1 day per year up to 29 with the option to buy holiday

Pension

Up to 6% matched (from first full month)

Life Assurance

3x salary

ADDITIONAL BENEFITS

Flex10

Core hours 9.30am – 4pm + 10 flexible hours

Together time

2 hours, 3 times a year to spend with your nearest and dearest

Birthday lie-in

Start 1.5 hours late on your birthday

Study days

5 study days per year

Charity days

5 volunteer days per year

Employee assistance programme

Free, confidential advice

Wellbeing allowance

Up to £25 per month (net)

Digicare+ app

Wellbeing app from Aviva with access to GP appointments, virtual nutritionist appointments, second medical opinions, annual health checks

Cycle to work scheme

Save on tax and NI when buying a bike

BUPA

After 5 years' service

Unpaid sabbatical

1-month unpaid leave after 3 years' service and up to 3 months' unpaid leave after 5 years' service

Paid sabbatical

After 10 years service 4 weeks paid leave or £1,500 (gross)

Enhanced parental pay

Enhanced maternity/paternity/shared parental and adoption pay

Workplace nursery scheme

Tax-free childcare for children up to 5 years old

Referral fee

£1,000 (gross) for successful employee referrals

Income protection

75% of your salary for up to 5 years

Season ticket loan

Interest-free loan

Bonusly

Peer-to-peer employee recognition scheme

Enjoy mobile

Purchase new mobiles (Apple, Samsung or Sony) and pay back over 12-24 months interest free (gross)

Enjoy tech

Purchase big tech items and pay back over 12-24 months interest free (gross)