

Team Member Benefits

Benefit	More Information
Annual Leave	Everyone is entitled to a minimum of 25 days holiday (or part-time equivalent) plus public/bank holidays. Leave entitlement is given in hours, to enable greater flexibility with leave booking. Everyone is able to carry forward a maximum of one weeks' worth of hours into the next holiday year – to allow holiday savings for big events.
Cycle to Work Scheme	If you cycle to work you can save money when you buy a bike and cycling equipment through this initiative. We take the money out of your gross salary over a 12 month period (salary sacrifice), which means you pay for the bike before any tax and national insurance is deducted - most people save about 32% of the cost.
Employee Discount Portal	You will have access to our very own discount and cash back portal which could save you up to £1000 per year or even more for a family.
Eye Testing & Eyewear	Every two years we will contribute £25 towards the cost of an eye test. If you require eyewear for VDU use then we will also contribute £75 toward the cost of it (again, once every two years!).
Lunchtime Exercise Policy	We encourage team members to take an extended break twice per week, to allow extra time to be active.
Hours of Work	Full time hours for the majority of roles are 35 hours a week Mon –Fri, unless otherwise specified in the job advert.
Mental Health Support	We have trained mental health first aiders, and access to hundreds of resources in our Wellbeing Hub.
Fitness membership schemes	We have access to corporate rate membership with several of our Pool Operator partners, including; Everyone Active, Fusion Lifestyle and Loughborough University Sports.
Career Progression	All new roles are routinely advertised internally to encourage career progression.
Paid Volunteer / Study leave	Everyone has access to up to two weeks paid time off to volunteer or study, or a combination of both!
Learning and Development	Everyone is encouraged to agree their own Personal Development Plan. You can access an annual programme of in house training in a huge variety of subjects. If there is anything else you want to learn you can make additional requests during your catch ups with your line manager and your annual reviews.
Life Assurance	You will receive 4 x your annual salary in life assurance cover.
Private Health Care	You can benefit from corporate discounted rates on our group scheme if you sign up.
Pension	You can join our pension plan, where we will contribute the equivalent of 7% of your basic salary, depending on your own level of contribution. UK employees' age and earnings will be assessed to see if you qualify to be automatically enrolled into the pension plan after your assessment.
Personal Counselling Helpline	This service is open to you and your family and offers completely free and confidential counselling, support and assistance on a wide range of topics such as childcare, debt, disability or illness, elder care, bereavement, consumer rights or workplace pressure. It can be accessed 24 hours a day by telephone or online.
Long Service Awards	Annual leave increases to 30 days' worth of leave after 5 years' service and 33 days after 10 years' service (pro rata for team members who work part time).