

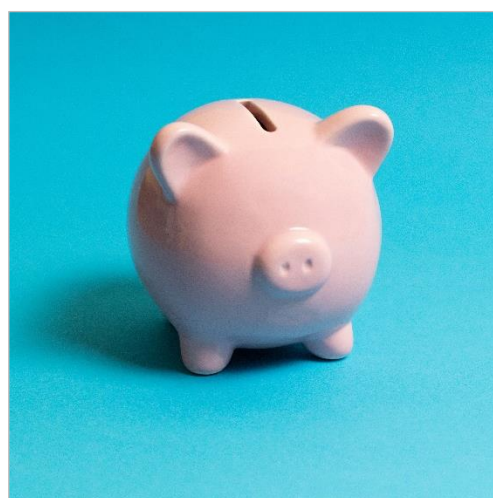
Core employee benefits

Please find below summary details of the core benefits we offer to our employees:

Pension

A workplace pension is a way of saving for your retirement that's arranged by us. If you're a member of our company scheme, a percentage of your pay is put into your pension automatically every month. We also add money to the pension for you, as noted below, and you get tax relief from the government on your contributions.

If the employee contributes	The employer will contribute
1%	7%
2%	7%
3%	7%
4%	7%
5%	7%
6%	7%
7%	7%
Over 7%	7%



Our pension scheme can be offered as a 'Salary Sacrifice' pension deduction. This means you sacrifice part of your salary which is then used as your contribution into your pension. If you are new to us, you will be auto-enrolled into our pension scheme after 3 months service at the default 1% contribution.

Life Assurance

This is one we hope you never have to use, but we know just how important it is if the need ever does come. In the event of your death we will pay four times your annual salary to the people you have nominated on your 'Expression of Wish' form.

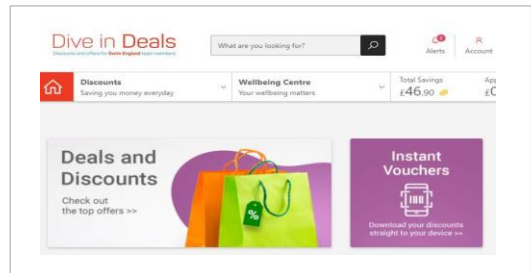
Vitality Healthcare

If you are interested in purchasing private healthcare for you and your family, we have access to a discounted rate via our Corporate Vitality Healthcare Plan.

‘Dive in Deals’

Dive in Deals is an online discount portal and wellbeing centre.

The discount portal allows you to access exclusive online discounts, buy discounted shopping cards and build cashback. As one of our team members you can take advantage of a full range of offers and build cashback throughout the year to then spend on the things that mean something to you. Among the brands you will find Apple, Asda, Sainsburys, Boots, Pizza Express, B&Q, Virgin Media and many more.



The Wellbeing centre offers a range of resources to help our team members take care of their wellbeing. The resources are based on four categories:

- **Move** – to help you get active.
- **Much** – to help you eat more healthily.
- **Money** – tips for good financial wellbeing.
- **Mind** – mastering your mental health.

Fusion Lifestyle Membership

We have access to a corporate rate membership at Fusion Leisure Centres - visit your local centre to find the best rate or [access their website here](#).

Loughborough University Sports

If you happen to be around SportPark you can access the University facilities at the 'staff' rates.

Smart Go

Swim England is a member of the SmartGo scheme, giving you FREE access to discounts and incentives to help make your commuting and leisure journeys cheaper, healthier or more sustainable.

Long Service Recognition

We love having you here! So we like to reward loyalty with something extra at big milestones:

- 5 years service = 5 days additional annual leave (pro rata for part-time employees)
- 10 years service = 3 days additional annual leave (pro rata for part-time employees)
- 20 years service = A gift of your choice, purchased by us to the value of £200
- 30 years service = A gift of your choice, purchased by us to the value of £300
- 40 years service = A gift of your choice, purchased by us to the value of £400
- 50 years service = A gift of your choice, purchased by us to the value of £500

Employee Assistance Programme

Sometimes you just need to talk to someone for an independent point of view. We provide you and your immediate family with unlimited access to a free 24/7 confidential counselling service.

The service, which is provided through our independent councillors DAS, gives you unlimited and confidential access to a range of support and information on issues including but not limited to:

- Health
- Legal matters
- Finance
- Bereavement
- Family care
- Relationships
- LGBT+



All you need to do to access the service is call **0344 893 9012** and quote the following code when the advisor answers your call: **EP1/3725989**

Lunchtime exercise policy

Fancy heading out for a swim, a group exercise class or even just a stroll around the block? Twice a week you can tag on 15 minutes to your usual break to allow you that bit of extra time to stay healthy.

Talk through with your line manager to ensure there's good office cover before you take the extra time!

