

Team Member Benefits

Benefit	More Information
Annual Leave	A minimum of 25 days' holiday (pro-rated for part-time roles) plus public/bank holidays. Leave is recorded in hours for flexibility. Up to one week can be carried forward each year.
Cycle to Work Scheme	Save around 32% on the cost of a bike or cycling gear through our salary-sacrifice scheme.
Employee Discount Portal	Access discounts and cashback offers worth up to £1,000 a year.
Eye Tests and Eyewear	£25 towards an eye test and £75 towards VDU eyewear every two years.
Lunchtime Exercise	Take an extended lunch break twice a week to be active.
Hours of Work	Most full-time roles are 35 hours a week, Monday to Friday.
Mental Health Support	Access trained mental health first aiders and resources through our Wellbeing Hub.
Fitness Memberships	Corporate rates available with Everyone Active, Fusion Lifestyle and Loughborough University Sports.
Career Progression	New roles are advertised internally to support development and progression.
Paid Volunteer / Study Leave	Up to one week of paid time each year to volunteer or study.
Learning and Development	Agree a Personal Development Plan and access our in-house training offer. You can also discuss extra learning with your manager.
Life Assurance	Cover of four times your annual salary.
Pension	We contribute up to 7% of your salary (depending on your contribution). Eligibility is assessed through auto-enrolment.
Personal Counselling Helpline	Free and confidential support for you and your family, available 24/7.
Long Service Awards	Extra leave after 5- and 10-years' service, plus financial awards at 15, 20, 30 and 40 years.