

Working for us...

**Wellbeing &
Benefits package**
- promoting a
positive work/life
balance



We know that positive wellbeing and work/life balance is key to happy, healthy and productive staff and so we have created our Wellbeing and Benefits package to support you and your family.

Where possible, many of our staff enjoy the ability to work flexibly in terms of working pattern and location, which fits around their family commitments, enabling them to be present, both at work and in their home life.

There are many other things we offer you to support your wellbeing while working for us.

Summary of Wellbeing Support

You will have seen in the Equality, Diversity and Inclusion video, the proactive support that we give to those who have physical disabilities, mental health difficulties and those who are neurodivergent.

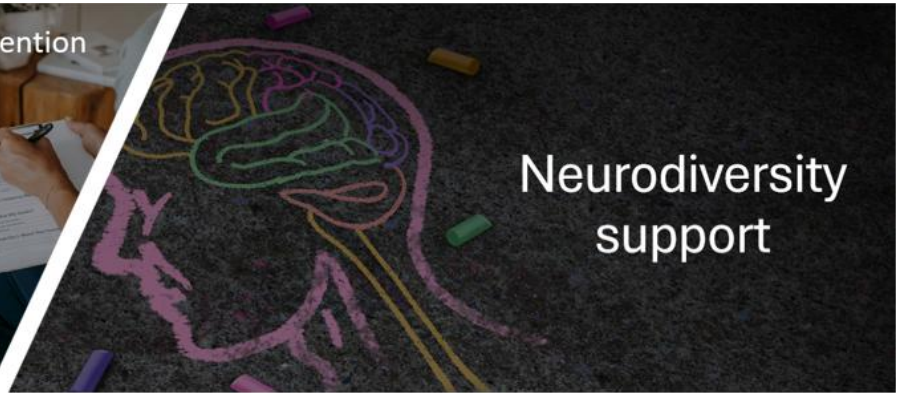
We are committed to ensuring the positive wellbeing of all our staff. This support includes:

- personalised risk and needs assessments to ensure that all employees are supported from the start of their employment, which are reviewed yearly, but if required, are reviewed earlier.
- onsite Neurodiversity Champions and Mental Health Supporters to provide a safe space to access support.
- an employee assistance programme which provides support for you and your family for mental health difficulties, financial & pensions advice, career coaching and menopause support plus many other things.
- access to a Christian Counsellor.
- stress prevention policies and training.

Mental health support & Stress prevention



Neurodiversity support



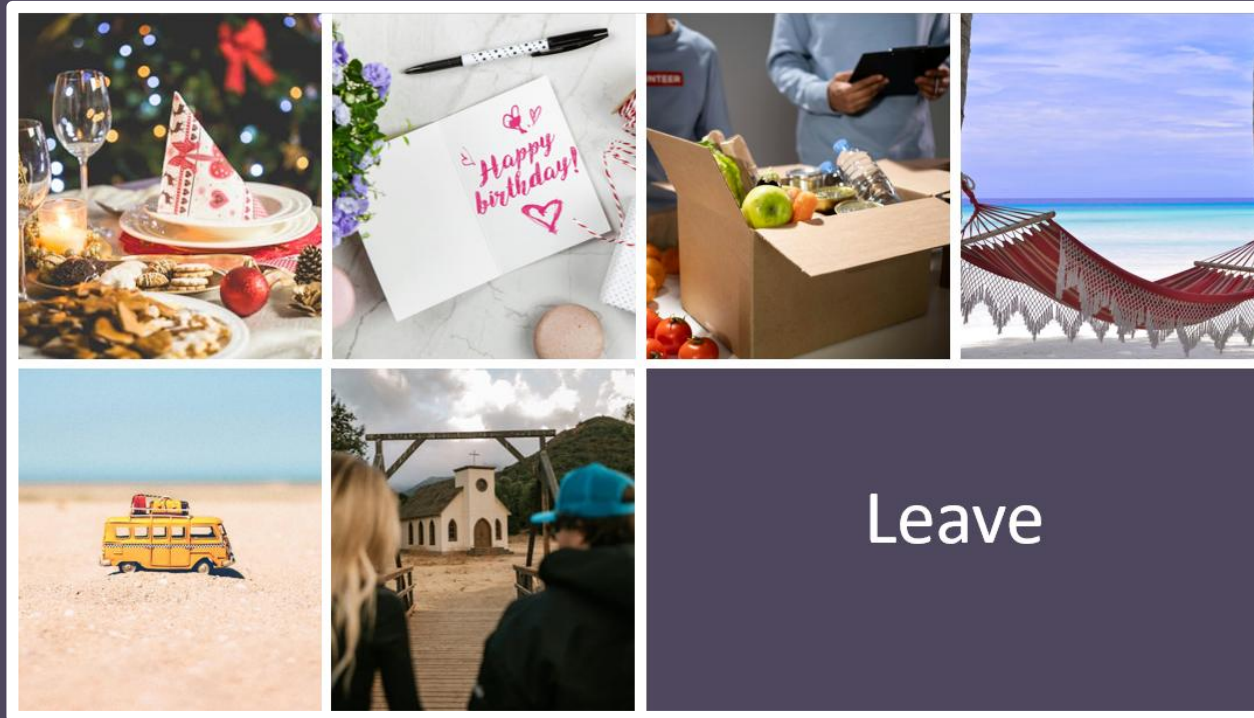
Our Wellbeing, Disability & Neurodiversity Support



Disability Support



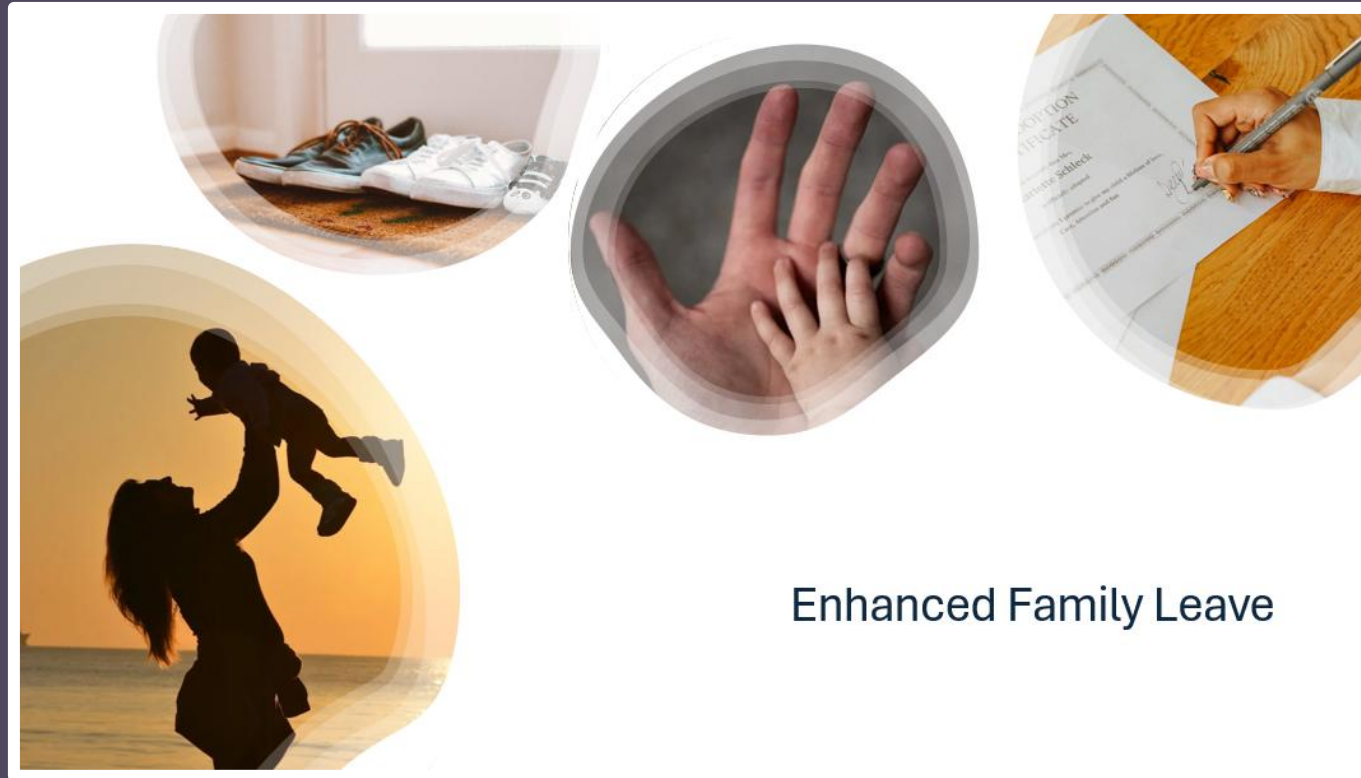
Leave



We have a generous package of leave for staff, such as:

- 25 days annual leave, plus bank holidays
- an additional 3 days leave at Christmas
- an annual leave purchasing scheme, where you can purchase up to 3 days additional leave through a salary sacrifice agreement
- a day off each year to volunteer at your chosen Charity
- a day off for your birthday
- Pastoral retreat grants

Family Leave



Enhanced Family Leave

Subject to a minimum length of service, all staff receive full pay for Maternity and Adoption Pay, for the first 6 months of their leave.

Shared Parental Leave pay is paid in full for up to 6 months, depending on the length of their leave.

Paternity Leave is paid at full pay for 2 weeks.

Sickness



We have enhanced Company Sick Pay which increases with length of service and free Flu Vouchers for those who are not covered by the NHS scheme.

Other Benefits



All staff are entered into a Non-contributory Pension Scheme with 8.5% Employer contributions.

We provide life assurance of 2 times the staff member's salary.

Eye Care Vouchers

Long-service awards in the form of additional leave days.

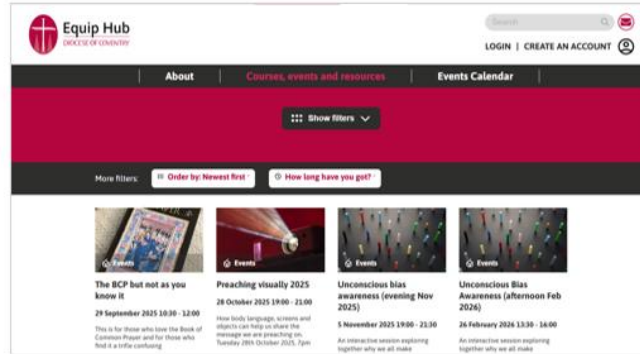
Community



We encourage community in the office by holding:

- weekly prayer meetings for anyone who wants to attend (it is not compulsory)
- tea and coffee staff get togethers
- a monthly staff briefing
- a yearly staff away day
- Christmas lunch
- other social get togethers during the year.

Training & Development



We invest in our staff by ensuring they are given the chance to undertake personalised training & development, along with any necessary group training.

Staff can also access free Bible study resources, and other training through our EquipHub training portal.