

## Rewards and Benefits

include:

- ✓ Flexible working opportunities (including hybrid working for the majority of roles)
- ✓ 33 days holiday (including bank holidays and pro-rata for part time staff)
- ✓ Contributory pension scheme with Royal London for eligible staff
- ✓ Annual salary reviews and promotion panels
- ✓ Occupational sick pay, from day one, and assessed Income Protection benefits for eligible longer term absences
- ✓ Free Specsavers eye tests and vouchers towards lenses for display screen equipment
- ✓ An employee assistance programme including counselling, 24/7 online GP services and a range of health and wellbeing support
- ✓ Paid compassionate leave
- ✓ Access to the BUPA Menopause Plan under our menopause policy
- ✓ Discounts on legal services
- ✓ Access to financial support services
- ✓ Paid professional memberships
- ✓ An 'Introduce a Friend' Scheme
- ✓ Our active Social Committee arranges annual events and a broad range of other activities which you can get involved

We care about your mental health and wellbeing. We are a Mindful Employer and have Mental Health First Aiders in-house. Being based in Bournemouth with the ability to walk to the beach on your lunch break also helps.