

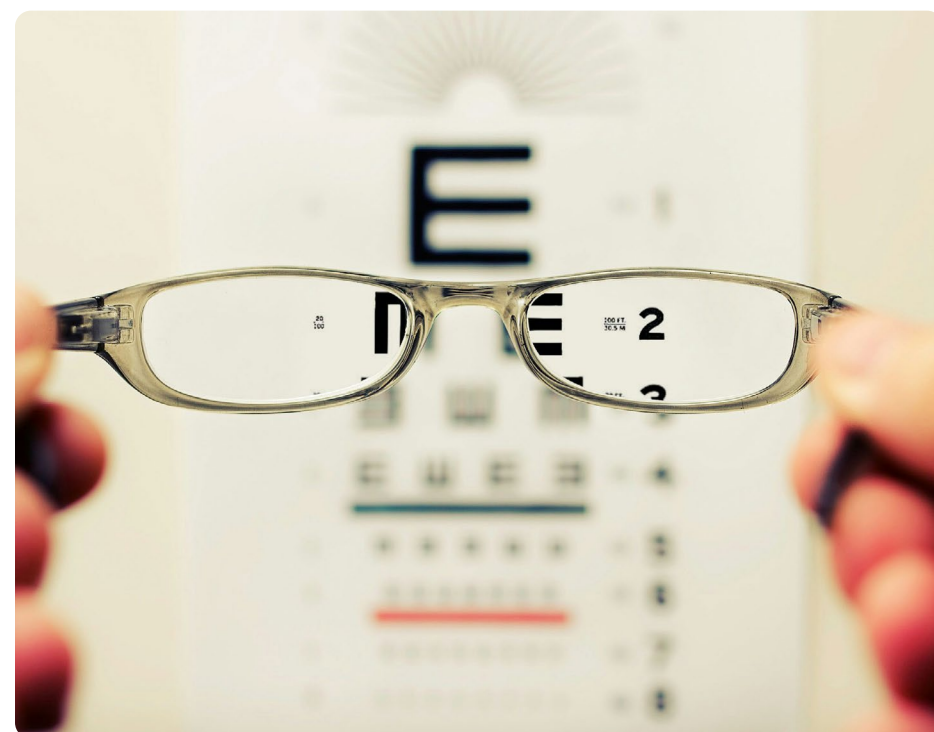
Employee Benefits





Health

- Private health insurance covering over 60 surgical and medical procedures.
- 100% reimbursement for a variety of healthcare treatments, up to a maximum allowance.
- Scanning services, including MRI, CT and PET scans.
- 24-hour advice and information line including access to My Health Advantage App.
- Up to 6 structured counselling sessions.
- Doctor Line and Health e-Hub.



Cycling

- Unlimited bike and accessory purchases through salary sacrifice bike to work scheme (for permanent employees).
- British Cycling Membership, which includes store discounts and third-party liability insurance.
- Wheels to Work scheme, which includes discounted refurbished bikes.
- Bike maintenance supplies in the office.
- Wheels to Work scheme, which includes discounted refurbished bikes.



Discounts

- Retail discounts through Westfield Rewards.
- 10% discount at Bocabar (Paintworks) on soft drinks and food purchased before 5pm.
- 15% discount at The Wave.
- 50% off hot drinks at Royal Photographic Society (Paintworks).
- 10% off food and drink at Out There Indoors (Paintworks).
- 5% discount on leisure travel bookings through our corporate travel provider.



Protection

- 3% contribution from your salary through salary sacrifice, plus employer contribution of 6%.
- Life assurance - 3x salary cover.
- Personal accident cover.
- Probate helpline.
- Bereavement counselling.





Family Friendly Leave

- Maternity, paternity, adoption and shared parental leave at an enhanced rate.
- £100 cash pay-out from Westfield Health if you have a baby or adopt a child.



Healthy Work Life Balance

- To promote flexibility and support a healthy work-life balance, we implement a core hours policy, allowing employees to flex their start and finish times.
- Additionally, we offer our employees the option to purchase additional annual leave.



Professional Development

- A tailored training programme designed to support your professional growth, with a focus on your individual development needs and career aspirations.
- Reimbursement for annual membership to a relevant professional organisation, supporting your continuous learning and professional development.

