



Agile working - hybrid / flexible

The ability to flex working hours and base between office and home.



Group pension scheme

Employer contribution based on the following:

- Up to five years – employer 3%, team member 5%
- Five to ten years – employer increase to 4%, team member 5%
- Over ten years – 6% (matched)
- Manager grades and above – 6% (matched)
- Directors – 7% (matched)



Permanent health insurance

Permanent health insurance is available to all eligible team members who have one years continuous service at April each year. Conditions apply.



Wellbeing support

Employee assistance programme for 24/7 confidential support from trained counsellors, to monthly focus on a well-being topic through podcasts and discussion as well as trained mental health advisors. More information can be found on the People Hub.



Family friendly

Full support to our team members and 18 weeks full pay for maternity and adoption leave, inclusive of statutory maternity / adoption pay to all eligible team members and two weeks full pay for paternity leave.



Talent referral bonus

For eligible team members bonus payments up to £4,000 on successful candidate referrals.



Service linked holidays

- Minimum of 22 days holiday plus bank holidays, increasing to 27 days holidays plus bank holidays on five years' service.
- Managers – 27 days holiday plus bank holidays
- Directors – 32 days plus bank holidays



Charitable work

Half day paid leave matched with half day annual leave for voluntary and other charitable activities.



Discretionary Christmas bonus

Eligible team members may receive a discretionary Christmas bonus.



Discounted wills and power of attorney

50% discount for team members and their partners.
25% discount for children and parents of team members.



Cycle to work scheme

Save money on tax and national insurance by purchasing a bike through this scheme and paying for it over a 12 month period.



Death in service

Insured benefit available to all team members up to the age of 65, four times annual salary. Conditions apply.



Enhanced sickness entitlement

Four weeks full pay followed by four weeks half pay.



Management and leadership development

Management development programmes are provided at all levels, from taking the first step into management right through to our six-month leadership academy.



Flexible annual leave

Buying or selling of annual leave up to five / seven days (excludes trainees).



Fully supported training and CPD

Continuous learning support to help develop skills and long-term goals through mentoring, coaching, technical and soft skill training both internally and externally.



Study leave

Fully supported qualifications including study leave.



Team milestones awards

Additional benefits, experience vouchers and gifts given to celebrate milestone awards at 5, 10, 15 and 25 years.