

Our benefits

Competitive salaries

We offer competitive salaries based on the type and level of role you do. Pay is reviewed annually, and we are committed to promoting equality and diversity and gender pay parity.

Holiday

We recognise the importance of a good work-life balance and provide generous holiday entitlements (25 days leave, increasing to 28 days after 2 years' service). This is in addition to any Bank or Public holidays.

Pension scheme

We invest in your future with our defined contribution pension scheme, with generous employer contributions of 2x employee's, up to a maximum 10% employer contribution. You don't pay tax or National Insurance on your contributions and all eligible employees will be automatically enrolled into our pension scheme (unless you opt-out).

Life assurance

We protect your loved ones by giving a life assurance benefit based on 3 times your salary.

Flexible and family friendly policies

We understand that our employment policies need to be flexible and responsive to promote diversity and equality, and to attract and retain the highest quality workforce.

We offer flexible working opportunities; generous family leave packages with enhanced maternity, paternity, and adoption schemes; and leave to support you with emergencies or for compassionate reasons.

We will also help you manage the balance of work and home with agile working (where possible) and flexibility to ensure that you can be there for those important life events.

Learning and development

We are committed to personal growth and internal development.

Private medical insurance

All employees are eligible to join our private medical insurance scheme.

Cycle to Work Scheme

Our Cycle to Work scheme enables employees to purchase brand-new bicycles via salary sacrifice, making tax and National Insurance savings.

Employee Assistance Programme

If you need external support, our Employee Assistance Programme offers free confidential advice 24 hours, 7 days a week, 365 days a year. You will also have access to counselling sessions.

Employee discounts

Our exclusive staff portal provides access to a wide range of employee perks, including discounts on shopping, cinema tickets, restaurants, and family days out. Employees are also able to join CostCo.

Electric car leasing scheme

Our electric car leasing scheme allows you to drive away a brand-new electric vehicle for a fixed monthly amount over a period of your choice via salary sacrifice.

Enhanced sickness entitlement and support

Occupational sick pay is paid based on your length of service (up to 4 months full pay and 4 months half pay). We also have access to occupational health support.

Mental Health First Aid Support

Several of our employees are trained Mental Health First Aiders, offering employees someone to turn to if they're struggling. We also provide a safe environment to actively talk about mental health.

Discounted gym and swim membership

Your wellbeing is important, and we offer discounted gym and swim membership to support this.

Professional subscription

We will pay for one professional subscription per year where it's a requirement of your role.