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| **Salary** | We offer competitive salaries within the voluntary sector and benchmark our salaries externally each year. Annual salary reviews take place in April. |
| **Time Away From Work** | 25 working days leave, rising to 30 days with service, plus Bank Holidays (pro-rated for part timers). You also have the option to buy or sell up to the one week’s annual leave  We provide a range of paid or unpaid leave to accommodate time you may need to be away from work such as carers leave, compassionate leave, career breaks, emergency domestic leave, study leave and time off in lieu. |
| **Pension** | Eligible employees are auto-enrolled into our pension scheme after three months service. There are flexible contribution options that you can choose from, rising to an 8.4% Unicef UK contribution. |
| **Income Protection Insurance and Life Cover** | Income protection protects 50% of your salary if you are incapacitated due to injury, accident or illness after a 26 week period of absence.  Life cover is valued at three times your annual salary and covers death in service. |
| **Personal Growth & Learning** | We invest in our employees’ personal and professional development and offer a wide range of learning opportunities including a comprehensive induction, access to learning workshops, e-learning and our Leadership Development Programme. |
| **Interest Free Loans** | Interest free Cyclescheme, Season Ticket and Learning Loans are available after completing your probationary period. Loans are paid back via monthly payments deducted from your salary. |
| **Flexible Working, Wellbeing and Personal Support** | The right to request flexible working is available to all employees.  Through our BUPA scheme you can receive cash back on everyday healthcare costs and also access an online health assessment tool and health advice. You can also access a BUPA 24 hour confidential helpline and face to face counselling.  Our Best Doctors scheme also supports you to get expert medical advice on your health condition from leading physicians. |
| **Childcare Vouchers** | You can exchange part of your salary for childcare vouchers, providing tax and NI savings as a benefit. |
| **Staff Discount** | 20% staff discount from greeting cards and gifts purchased on-line. |
| **Salaryextras** | Salaryextras offers access to discounts and savings across big brands in leisure, fashion, health, gyms, retail, travel and cinema whilst earning loyalty points and getting cashback on purchases. |