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| **Benefit** | **Description** |
| Happy birthday | A day off for your birthday. Who wants to work on their birthday? |
| Long Service awards | At 10-, 20- and 25-years milestones, a thank you. |
| If you are thinking about moving to a new home | We will support your mortgage application with confirmation of your earnings |
| Free flu jab | Available to all colleagues |
| Contribution to Vocational Learning | We are big supporters of continued learning. Any contribution, either financial or time off, will be discussed on a case-by-case basis |
| Volunteering days | We encourage everyone to get involved in volunteering and are happy to discuss on a case-by-case basis |
| Anniversary Lunch | To celebrate the day, enjoy lunch with your manager at your choice of venue |
| Eye test  | We offer vouchers for glasses relating to computer use |
| Time off for dependants | We are a ‘family friendly’ business and, if possible, will accommodate time off during working hours to deal with an immediate issue or emergency involving a dependent |
| Competitive salaries | We aim to remunerate in line with market roles |
| Discretionary and Profit Share Bonus Schemes | Our policy is to profit share. All bonuses are at the discretion of the directors. |
| Annual Leave | * 30 days annual leave as standard (including Public Holidays)
* One additional day for every completed year of employment up to a maximum of an additional five day’s leave
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| Employer Pension Contribution | Employer contribution of 5% of base salary from start date |
| Flexible working | Flexible working arrangements can be discussed on a case-by-case basis  |
| BUPA | Group BUPA Select cover after 6 months service |
| Death in Service  | Group Life Protection Cover of 3 x base salary after 6 months service |
| Quarterly Team Building event | We never underestimate the benefits of good relationships with colleagues and getting together away from the office is key in developing these relationships. Different events take place on in January, April, July, October  |
| Lunch and Learn | We all have knowledge to share. At appropriate times we have lunch and learn events. Topic is driven by team suggestions and speaker may be internal or external. |
| Cycle Scheme  | You can sign up for the scheme to order your bicycle and safety equipment saving income tax and national insurance.  |
| Company Sick Pay  | Rising to 26 weeks full pay |