

## Benefits

The following benefits are available at Mind CHWF:

Flexible working	<ol style="list-style-type: none"> <li>1. Working from home (if suitable for positions)</li> <li>2. Priority given to parents requesting time off during term breaks</li> <li>3. Flexibility regarding time off</li> <li>4. Consideration for flexible working, such as changing hours</li> <li>5. Job share</li> <li>6. Workload monitoring</li> <li>7. Childcare vouchers – guidance on obtaining via the government</li> </ol>
Leave types	<ol style="list-style-type: none"> <li>8. In addition to Bank Holidays, annual leave entitlement starts at 36 days and increases to 41 days (effective from April 2024). Annual leave entitlement increases by 1 day for each complete year of service at the start of the holiday year, to a maximum of 5 additional long service days each year (pro-rated for part-time employees).</li> <li>9. Enhanced maternity pay</li> <li>10. Study leave</li> <li>11. Career breaks</li> <li>12. Special leave - paid or unpaid</li> </ol>
Support with managing health and wellbeing at work	<ol style="list-style-type: none"> <li>13. Enhanced sick pay allowances</li> <li>14. Two annual Duvet Days for when you are not sick but need time out.</li> <li>15. Eye-care vouchers</li> <li>16. Wellness Action Plan (WAP) – help staff to actively support their mental health by reflecting on the causes of stress and poor mental health.</li> <li>17. Employee Assistant Programme - provides free assistance with any work, personal or family issue, including support for your emotional, physical, and financial wellbeing. This service is completely confidential and independent from Mind CHWF and available 24/7 and can be used by your spousal partner and by any dependents aged between 16 and 24, in full time education and living within your household.</li> <li>18. Occupational Health advice support</li> <li>19. Reflective Practice</li> <li>20. Clinical supervision (psychological therapies practitioners)</li> </ol>
Support with travel cost	<ol style="list-style-type: none"> <li>21. Bicycle Purchase Tax Free scheme</li> <li>22. Season Travel Ticket Loan Scheme</li> <li>23. Free car parking</li> </ol>
Learning & Development	<ol style="list-style-type: none"> <li>24. Career development and scope for progression</li> </ol>
Pension	<ol style="list-style-type: none"> <li>25. Mind CHWF offers a highly competitive pension scheme – many comparable charities offer a less favourable pension scheme, contributing 5% on average. If you join the pension scheme at Mind CHWF then, each month, the organisation will contribute 6% of your gross basic salary to your pension, providing that you contribute 3% each month.</li> </ol>
Having your voice heard & staying connected in the workplace	<p>Including:</p> <ul style="list-style-type: none"> <li>○ Working Parents/Carers Network</li> <li>○ Black Network</li> <li>○ Race Equity Steering Group</li> <li>○ Inclusion Focus Group</li> <li>○ Union</li> </ul>