



## Benefits

As well as competitive salaries, we offer our employees an extensive range of benefits. Some of the benefits are subject to eligibility criteria, such as length of service and seniority of role.

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### **Annual leave**

25 days, rising to 27 days after 2 years and 30 days after 5 years, plus bank holidays. Pro-rated for part time employees. Employees also have the option to buy and sell annual leave through our YourFlex scheme.

We have a range of family friendly policies to support employees including Marital/civil partnership leave, Maternity leave, Adoption Leave, Paternity leave, and Shared Parental leave.

### **Pension**

We will contribute 1½ - 2 times your contribution, up to 12.25%; employees contributing 7% will enjoy the maximum combined contribution of 19.25%. You can opt to make your contributions through the salary sacrifice scheme at any time during the year.

### **Financial**

- Life assurance
- Season ticket loan
- Home working allowance for hybrid employees
- Rewards hub with access to discounts and cash back savings with a range of retailers
- Award scheme to show appreciation to colleagues who have gone above and beyond
- Group Income Protection

### **YourFlex scheme**

We offer an additional [3% of annual basic salary\\*](https://higher-rights.sra.org.uk/sra/jobs/benefits/#senior) [\[https://higher-rights.sra.org.uk/sra/jobs/benefits/#senior\]](https://higher-rights.sra.org.uk/sra/jobs/benefits/#senior) for you to choose the benefits that best suit your lifestyle and personal situation.

Our scheme allows you to enjoy special rates and savings on a range of benefits. Should you not use all your fund for benefits, you can receive it with your pay each month.

Our Your Flex benefits scheme includes:



- buying/selling annual leave
- dental insurance
- critical illness insurance
- travel insurance
- enhanced life assurance coverage
- enhanced Income protection coverage.

\*For all employees except the most senior positions. Eligibility criteria applies.

## **Wellbeing**

We offer a range of wellbeing benefits, and supportive initiatives, including:

- monthly £25 wellbeing allowance with our health and wellbeing portal where a range of experiences, products and services can be accessed, including gym membership
- health screening and private medical insurance
- employee assistance programme which includes access to counselling
- regular wellbeing initiatives
- trained mental health first aiders that provide support within the workplace.

## **Working Environment**

We offer hybrid working from all of our offices. This means working from home most of the time and coming into the office once or twice a week, depending on business or team needs. Our offices offer modern work environments equipped with amenities such as faith rooms, shower facilities, and ergonomic workstations.

We offer other flexible working options, such as compressed hours and part time hours, depending on the nature and operational requirements of the role. Staff are welcome to submit a flexible working request to adjust their work pattern.

We recognise the immense value that staff support networks bring to our workplace. We have a range of networks that are a cornerstone of our working environment, offering direct support to members through ongoing training and advice.

## **Childcare**

Childcare allowance for employees returning from maternity leave.

## **Education**



- Professional development assistance - including up to 5 days' study leave per year
- Access to a range of development initiatives including accredited leadership and management courses and mentoring programmes

View vacancies

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