



Our Benefits

Core benefits

Competitive salary

We regularly benchmark our salaries against the market and review all salaries every April in line with cost of living and organisational performance.

Annual leave

We offer a generous annual leave entitlement.

Pension scheme

We offer a choice of pension options, all including employer contributions, to help you save for retirement.

Life assurance

Members of our pension scheme are eligible for a life assurance benefit of three times their annual salary.

Family friendly policies

We offer paid fertility leave as well as enhanced maternity, paternity, adoption and shared parental pay.

Other leave

We know that there are times when our colleagues need support, so we offer a range of paid and unpaid leave provisions including sick pay, emergency leave and compassionate leave.

Flexible working

We are committed to offering flexible working opportunities whenever it is possible to accommodate these while maintaining our excellent service standards. Longhurst Group is keen to adapt and embrace a more agile way of working and we welcome conversations around flexible working arrangements.

Learning and development

All colleagues have access to job-related and professional development opportunities.

Eye tests

We offer free eye tests for all Display Screen Equipment (DSE) users and a contribution towards glasses when needed for DSE use.

DBS checks

We will arrange and pay for any Disclosure and Barring Service (DBS) checks and renewals needed for your role.

Car allowance

Dependent upon your role, you may be eligible for a car allowance.

Professional subscriptions

We will pay 75 percent of the cost of any professional membership fees related to your role.

Additional benefits

Cycle to Work

Longhurst colleagues can purchase a bike and safety equipment via salary sacrifice (saving tax and NIC) through our cycle to work scheme.

Healthcare cash plan

We offer a range of healthcare cash plan options, allowing you claim money back for medical expenses throughout the year.

Financial education

All Longhurst group colleagues have access to free financial education from the Centre for Financial Education. This may include group workshops or one-to-one sessions.

Employee Assistance Programme

All of our colleagues have access to a free Employee Assistance Programme which is available 24/7 and completely confidential, offering advice and support when it is most needed. This service also offers access to face-to-face counselling or cognitive behavioural therapy if required.

Mental health first aiders

We have trained mental health first aiders in all of our office locations, in case you need support.

Flu jabs

All employees can have an annual flu jab, free of charge.

Free refreshments

Free tea, coffee and squash is available at all of our locations.

Free parking

Most of our locations offer free parking to employees.

Long service awards

We reward loyalty with generous rewards at 10, 20 and 30 years' service.

Christmas bonus

All colleagues receive a bonus at the end of the year, or a contribution towards festive celebrations!

Colleague discounts

Longhurst Group Colleagues can access discounts in local and national retailers and on phone contracts.



**Longhurst
Group**