



# Our Benefits

# Core benefits

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## 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.

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## Annual leave

We offer a generous annual leave entitlement.

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## Pension scheme

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

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## Life assurance

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

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## Family friendly policies

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

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## 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.

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### **Flexible working**

We're committed to offering flexible working opportunities whenever it's 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.

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### **Learning and development**

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

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### **Eye tests**

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

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### **DBS checks**

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

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### **Professional subscriptions**

We'll pay 100 percent of the cost of any professional membership fees related to your role.

# Additional benefits

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## Cycle to Work

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

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## Healthcare cash plan

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

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## Financial education

All Longhurst Group colleagues have access to free financial education from the Centre for Financial Education. This includes group workshops and one-to-one sessions.

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## 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's most needed. This service also offers access to face-to-face counselling or cognitive behavioural therapy if required.

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## Mental health champions

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

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## Flu jabs

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

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**Long service awards**

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

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**Colleague discounts**

Longhurst Group colleagues can access discounts in local and national retailers and on gym memberships.





# Longhurst Group