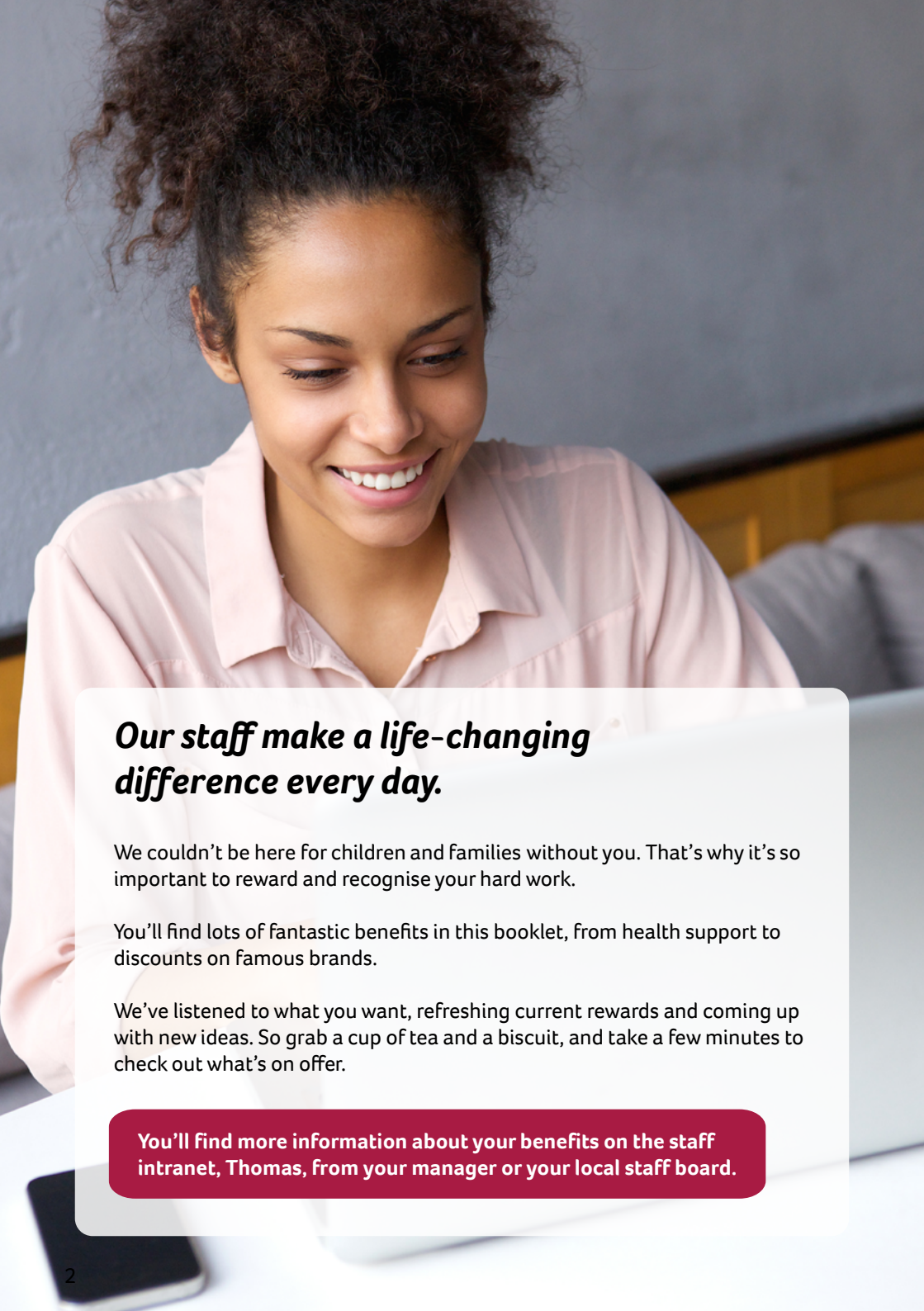


A woman with dark hair tied back, wearing a grey hoodie over a teal shirt, is smiling and pointing at a smartphone held by a young boy. The boy is lying back, wearing a grey hoodie and blue pants, and laughing joyfully. They are outdoors, with a blue cushion and some wooden structures in the background.

*Action for
Children*

Just rewards

Your employee benefits



Our staff make a life-changing difference every day.

We couldn't be here for children and families without you. That's why it's so important to reward and recognise your hard work.

You'll find lots of fantastic benefits in this booklet, from health support to discounts on famous brands.

We've listened to what you want, refreshing current rewards and coming up with new ideas. So grab a cup of tea and a biscuit, and take a few minutes to check out what's on offer.

You'll find more information about your benefits on the staff intranet, Thomas, from your manager or your local staff board.

Annual leave

We know how important it is to balance your work and home life. This is why, as well as a flexible working policy, we offer a generous holiday allowance of up to 30 days a year, dependent on your role, as well as public or bank holidays that fall in your area of the UK. The holiday year runs from 1 April to 31 March.

Save on top brands

Get discounts from household names like Morrisons, Tesco, Asda, ASOS, John Lewis, Curry's PC World, Argos, Primark, Marks & Spencer, Alton Towers and many more. You'll receive money off codes straight to your mobile phone (via instant e-vouchers or reloadable top-up cards). There are loads of discounts to enjoy, including up to 7% off supermarkets, 57% off cinema tickets, 20% off high street retailers, 35% off technology and 35% off travel.



Either download the Xexec Benefits app or head to our online discount portal. You can register and log in using your payroll number.

John Lewis

Argos



Currys

ASOS
discover fashion online

PRIMARK

Morrisons
Since 1899

TESCO

Did you know?

You can invite up to five family members or friends to sign up and enjoy the same offers as you.



Taking care of today

My Cyclescheme

Save at least 25% when you buy a new bike through My Cyclescheme.

Choose from thousands of retailers and snap up your new bike for a fraction of its original price. You can also choose to spread the cost.

Season ticket loan

Why not apply for an interest-free loan to cover your monthly or annual commuting costs? Search 'season ticket loans' on Thomas.



Concierge service

A concierge service can help you with things like booking holidays and VIP tickets – call **020 8201 6483**.

Family leave

On top of statutory maternity pay, we pay 50% of your salary for 12 weeks. For the partner, we top up the first week of statutory pay to 100% of their salary.

We also offer up to three days of paid dependency leave each year, should you need to take care of loved ones.

Further information is available in our leave policy, which you can access via your manager.

Volunteer day

Take a day's paid leave to volunteer in an Action for Children service.

Staff discount on nursery places

If you work in a Spring nursery you may be eligible for up to 50% staff discount on a childcare place for one of your children in the nursery where you work, helping you to return to work with peace of mind (eligibility criteria applies).

Taking care of tomorrow

Pensions

If you're eligible, you'll be enrolled on to a pension scheme, helping you to save for your future.

All our pensions are looked after by Standard Life and you'll be enrolled on the appropriate scheme for the place that you work.

We'll contribute to your pension on top of your own contributions, helping your savings to grow.

Salary Finance

Financial worries can have an impact both at home and work, and we want to make sure support is available if you need it.

Salary Finance

Salary Finance can help reduce financial stress through affordable loans, a save as you earn scheme, and tips to help you manage your money.

For a full list of benefits, head to Thomas.



Your health and wellbeing

Your wellbeing is hugely important. We know that everyone can need a little bit of help from time to time, so we offer a range of support.

This includes:

- Mindfulness tips, advice and videos.
- A fantastic team of colleagues who are trained Mental Health First Aiders.
- An employee assistance programme, Health Assured, which offers free independent counselling, 24-hour support and advice.
- Health Shield – for a small monthly payment, you can get discounts on healthcare treatments, including dentist and optician appointments, and prescription charges.
- Flexible working, including the opportunity to request to work part-time or at home.



Everyone's welcome

We're committed to being an inclusive place to work where everyone is treated with respect. Joining one of our staff networks is a brilliant way to meet people and get involved in exciting projects.

- **Inclusion Champions:** a network of ambassadors who put equality, diversity and inclusion at the heart of everything we do.
- **Celebrate LGBT+:** our award-winning staff group that's open to everyone, whether or not you identify as LGBT+.
- **Christian Faith Staff Network:** for people who identify with or have an interest in the Christian faith.
- **Breakthrough Network:** a group that promotes race equality by influencing our strategy, policies and guidance.
- **Gender Empowerment Network:** a community that spots and suggests solutions to gender inequality.
- **Menopause Support Group:** supports staff who are going through or want to know more about the menopause.
- **Inspire:** for people with disabilities, health conditions or caring responsibilities.
- **Homeworkers' Network:** a group that brings together people who work at home.
- **Green Action Network:** raises awareness of and takes action on environmental issues.



Our trade union partners

Trade unions do a great job supporting their members at work. We work with UNISON and Unite. They do lots of different things, like offering advice and giving you a voice.

Recognition at Action for Children

We recognise and celebrate each other's achievements in a number of ways, including at our Stephenson Awards.



Learning and development

The learning never stops at Action for Children. We want you to pick up lots of skills and have new experiences. To help you thrive, we use a 70/20/10 learning approach:

- **Experience:** 70% of learning comes from on-the-job opportunities, which take you out of your comfort zone and build experience.
- **Exposure:** 20% of learning comes from seeing other people in action and learning from their strengths, skills and knowledge.
- **Education:** 10% of learning is through formal activities like training courses, webinars or reading.

This approach combines in-house and face-to-face programmes, visits to our services, virtual learning, work shadowing, workshops, seminars and conferences. We also offer coaching, mentoring, secondments, buddying and volunteering opportunities.



Did you know?

We're really proud to have Investors in People accreditation. We've held it since 2003. It's a mark of both who we are as an organisation and the amazing people who work here.

INVESTORS IN PEOPLE™
We invest in people Standard