


A woman with dark hair tied back, wearing a grey hoodie over a teal top, is smiling and looking at a smartphone held by a young boy. The boy is also smiling broadly and looking at the phone. They are sitting on a blue cushioned chair. The background is slightly blurred, showing what appears to be an outdoor or semi-outdoor setting with wooden beams.

*Action for
Children*

Just rewards

Employee benefits



Our staff make a life-changing difference every day.

We couldn't be here for children and families without our talented staff. That's why it's so important that we reward and recognise their hard work.

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

We listen to what our staff want, and refresh our rewards offer regularly. Take some time to read this booklet to find out about what's on offer.

"It's one of the best companies I've ever worked for in terms of their support for people who might be having issues outside of work"

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 minimum holiday allowance of 29 days a year (pro rata), 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. You'll get an extra week's holiday if you stay with us for five years, too.

You can also buy up to five extra days of annual leave (or sell up to two days) every year.

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.

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

We offer great maternity, paternity and adoption benefits, as well as other flexible leave options.

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

Eligible employees can apply for shared parental leave. We also offer up to three days of paid dependency leave each year, should you need to take care of loved ones.

Other flexible leave options include religious observance, bereavement leave, compassionate leave, membership of public bodies, disability leave, jury service, time off in lieu (TOIL), time off for training, attendance as a witness, carer's leave, and Territorial Army and Reservist Duty.

Volunteer day

Take a day's paid leave when you give up your time to volunteer in an Action for Children service or – for another cause close to your heart.



Taking care of tomorrow

Pensions

If you're eligible, you'll be automatically enrolled on to the Action for Children pension scheme. This is a defined contribution scheme looked after by Standard Life. We'll match pension contributions up to 7% of your salary (tax free).

We offer life assurance from the date you join the pension scheme, too.

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.

"Everybody is so keen to help one another, it's extremely supportive and friendly."



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.
- Flexible working, including the opportunity to request to work part-time or at home.
- 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.
- A generous sick pay scheme.
- Health Shield – for a small monthly payment, you can get discounts on healthcare treatments, including dentist and optician appointments, and prescription charges.



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 Silver