

# Summary of staff benefits

## Staff recognition

we have a range of additional ways to reward employees for going that extra mile, from the honoraria payments or the award of shopping vouchers, our annual staff awards process to long service awards as well as both national and local pay awards annually.



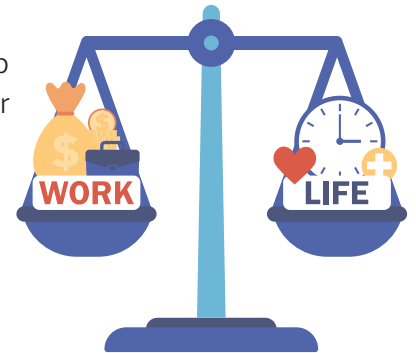
## Travel

we offer access to the Co-Wheels club as well as car and train season ticket loans. We also offer a cycle to work scheme to purchase a bicycle.



## Work life balance

we understand that our staff need to balance their work and other commitments so we offer a range of benefits and policies such as flexitime, flexible working, flexible retirement, generous annual leave (refer to job advertisement for specific details), unpaid leave/career breaks, compassionate leave and numerous parental policies.



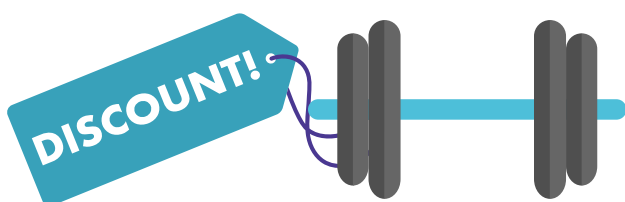
## Pension scheme

the local government pension scheme is a defined benefits scheme which means you will know exactly how much pension benefit you will receive when you retire. For each year of service 1/49th of annual pensionable pay will be put into your pension account. The pension scheme offers a variety of benefits such as death in service lump sums and ill health retirement pensions.



## Discounts and savings

we offer a variety of discounts and benefits, for example, discounted membership at the local sports centre and physiotherapy treatments. Our benefits are regularly reviewed and updated.



## Learning and Development

the excellent reputation of our staff is what sets us apart from others. We place a heavy emphasis on continuous professional development of our staff with many opportunities for training and development. We actively support membership of professional bodies and will refund your annual subscription where this is relevant to your role. We also offer a range of apprenticeships and both internal and external learning and development activities.





### Healthy living

staff health and wellbeing is of great importance to us. We therefore offer a package of support to enable our employees to take care of their mental and physical health such as our employee support line, internal mental health champions, discounted eye tests and discounted dental and health plans as well as generous sick pay entitlements (after qualifying service).

### Employee engagement

we recognise that our staff are passionate about their work and our strategy incorporates our four themes of "Think customer, think colleague, think different and take pride". Central to our ethos are regular one-to-one performance and wellbeing meetings between manager and employee.



### Equality and Diversity

fairness and inclusion are central to our organisation. We operate a zero tolerance approach to any form of harassment or bullying and comply with all statutory requirements. We are proud to be a Disability Confident organisation and a National Living Wage Employer.



### Communication

we use several communications channels within the organisation to ensure that staff receive the information



they need to perform at their best. These include weekly information bulletins as well as an internal Staff Hub, containing new and information on events, services and policies.

**If you would like further details on any of our staff benefits, please ask your interviewer.**

**#Team  
EBC**

**SUPPORTING  
COMMUNITIES**

**IMPROVING  
LIVES**