Benefits of working for Nacro

As a large charitable organisation that truly values its employees, we offer an excellent package of staff benefits. These range from generous leave entitlements to childcare vouchers and a pension scheme. We also offer an Employee Assistance Programme, free financial advice for staff and interest free loans for season tickets (subject to conditions). In addition, Nacro supports a single equality staff network group, which offers an opportunity for all staff to contribute to Nacro's equality and diversity practices.



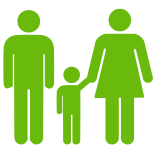
Working hours

Full-time employees are contracted to work 40 hours per week including a one hour paid lunch each day. We are happy to accommodate flexible working patterns where possible to assist with a work/life balance and we welcome applications from people wishing to work on a part-time or job share basis.



Annual leave

All employees working full-time are entitled to a basic leave entitlement of 28 days, rising to 35 days for grades 14 and above, plus bank and public holidays each year. Grades 1 to 13 are also entitled to one day of additional holiday for each complete year of service up to a maximum of five days. An additional five days of annual leave will be awarded to all employees in the year of each fifth anniversary of employment at Nacro, i.e. 5th, 10th, 15th year of service. All annual leave entitlements are pro rata for part-time employees.
Holiday entitlement runs from **1 April** to **31 March**.



Childcare vouchers

To support staff who wish to have a career but also have childcare responsibilities, we can provide childcare vouchers for all employees who have children up to the age of 16, subject to conditions.



Season ticket loans

If you use public transport to commute to and from work you will be eligible to apply for an interest free loan to purchase your season ticket.

Pension scheme

You may join a pension scheme provided by Nacro, subject to satisfying certain eligibility criteria, and subject to the rules of the relevant scheme from time to time. Nacro will comply with its auto-enrolment pension duties in accordance with Part 1 of the Pensions Act 2008.

Death in Service

Nacro offers all employees Death in Service. This means that if you die while an employee of Nacro, a lump sum equal to **three times your basic annual salary** will be paid to your beneficiary/beneficiaries.

Cycle to Work scheme

In the interests of the environment we offer employees loans of up to **£1,000** for a new bike and equipment to use to commute to and from work.

Reimbursement of eye tests

Staff that use a VDU are entitled to an annual sight test and can claim the cost of a sight test back from Nacro every two years. If the optician recommends glasses for using a VDU or a revised prescription then Nacro will reimburse the cost up to a maximum value of **£50**.

Osteopathy discounts

As an employee of Nacro you will be entitled to receive discounts via the British School of Osteopathy for treatments undertaken.

Health cash plan

As an employee of Nacro you and your family have the opportunity to join the BHSF health cash plan which offers benefits on different levels of cover. By joining the health cash plan you can claim cash towards a wide range of everyday health care costs, such as optical bills, dental costs and therapy treatments.

Benenden Healthcare

As an employee of Nacro you are entitled to join Benenden Healthcare, a mutual not-for-profit society. Membership gives you the peace of mind that your health is protected.

Benenden is a Healthcare provider that offers staff members or their families a range of services for **£1.50** per person per week.

Employee assistance programme

CCP Direct is a confidential helpline that Nacro has contracted to provide help and support for individuals who may want to talk through any personal or work related issues, for example bullying or harassment at work, alcohol or drug problems, bereavement, assault, violence or major incident support. This service is completely confidential and is available **FREE** to all Nacro staff, 24 hours a day, 365 days a year.

Learning and development

Nacro offers all staff the opportunity to develop within their role and progress through the organisation via a number of Learning and Development opportunities and activities.

Free financial advice

Nacro offers free financial advice to all staff through the Money Advice Service, who can provide a comprehensive array of services to help with everyday money matters. Staff can access this service via a helpline which provides impartial information about financial products and services, as well as giving guidance about money to help you work out what's right for you.

Union

Nacro's recognised trade union is Unite. Entry to the union is voluntary. You can join Unite via **www.unitetheunion.org**

Staff network group

Nacro has a single equality network which aims to promote equality and diversity both within the organisation and externally through sharing information and best practice. The group works closely with all staff including the Nacro leadership team.

Equality and diversity

Nacro is committed to promoting equality and diversity in all its activities. We are proud of the action we take to eliminate discrimination and prejudice and ensure inclusion and engagement for all the people who work for us and with us. We will continue to strive towards a culture that is diverse and which recognises and develops the potential of all staff and service users. This means promoting equality and diversity for black and minority ethnic people, men and women, people of all ages, people with disabilities, people of every sexual orientation, refugees and asylum seekers, people of all religious faiths and beliefs, people with diverse communication needs and ex-offenders.

Safeguarding

Nacro is committed to safeguarding and protecting the welfare of all those who use its services, working in partnership with the child, young person or vulnerable adult, their family and other agencies as appropriate.

Staff engagement group

A staff engagement ensures positive communication and engagement are promoted throughout the organisation. The group oversees the development and implementation of action plans which are designed to improve employee engagement and satisfaction across Nacro, provides feedback to the Nacro leadership team on key operational and delivery issues including how working lives can be improved, and considers appropriate methods of measuring employee engagement and satisfaction.

Probationary period

Nacro operates a six month probationary period for all new staff.

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