



**We change lives**

## Sessional Benefits

As a large charitable organisation that truly values its staff, we offer an excellent package of benefits. These range from generous leave entitlements to a pension scheme. We also offer an Employee Assistance Programme and free financial advice for staff. 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

Working hours are on an ad hoc basis which are made in agreement with your line manager.



### Annual leave

Holiday entitlement is paid at 12.07% in addition to the hourly rate you are paid.

Holiday entitlement runs from **1 April** to **31 March**.



### 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.



### Reimbursement of eye tests

Sessional colleagues 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**.



### 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 sessional colleagues 24 hours a day, 365 days a year.



### **Learning and development**

Nacro offers sessional colleagues 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 sessional colleagues through the Money Advice Service, who can provide a comprehensive array of services to help with everyday money matters. Sessional colleagues 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](http://www.unitetheunion.org)



### **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**

To ensure positive communication and engagement is promoted throughout Nacro a staff engagement group operates across the organisation. The group's aims are to oversee the development and implementation of action plans designed to improve employee engagement and satisfaction across Nacro, to provide feedback to the Nacro leadership team on key operational and delivery issues including how working lives can be improved and to consider appropriate methods of measuring employee engagement and satisfaction.

