

# These are our benefits

We provide opportunities that are completely unique to British Heart Foundation (BHF). We've been recognised by the Chartered Institute of Personnel and Development (CIPD) for our Live Well. Work Well. programme and we're passionate about creating a mentally healthy workplace for everyone. We know there's more to work than targets and being behind a screen.

All employees in office, field, or home-based roles are offered the following benefits:

## Annual leave

Your work-life balance is important to us and our annual leave allowance of 30 days plus bank holidays is among the best in the sector.

## Healthcare

We offer employees **private medical insurance**, **dental health cover** and a contribution towards your gym membership.

Our **Employee Assistance Programme (EAP)** provides a source of confidential and independent advice for many of life's challenges.

We'll pay for your eye tests and, if you need glasses for screen work, we'll help to make them more affordable.

## Flexible working

Through our #flexiblyconnected programme most office roles at BHF can be offered with a dual location of home and office working. Some roles are also available on either a fully home or office based contract.

Need more help balancing your work and home life? Talk to us about what flexibility is available.



## Pension

Our generous pension scheme will support you to save for your retirement. You can contribute a minimum of 3% but can increase this to 8% or more, with employer contribution starting at 5% and increasing to a maximum of 10%.

## Family leave

If you qualify for Statutory Maternity Pay, we'll top this up to full pay for the first twelve weeks of your maternity leave. For those who qualify, we top up to normal pay for the two weeks of statutory paternity leave, and we offer shared parental leave, plus adoption leave too.

## Life assurance

Should the worse happen, life assurance is there to help your loved ones. We will provide a lump sum payment of four times your salary.

## Cycle to work

Cycling is a great form of physical activity, and could help you cut your travel costs to and from work. We've signed up to the government's Cycle to Work scheme so you can purchase a bike up to the value of £1000, and pay it back over a 12 or 18 months repayment plan, directly from your salary.



# Learning and development

## What can we offer you?

Our Career Academy provides support, inspiration and opportunities to help you unlock your full potential and we'll celebrate your service at key milestones.

Career development means different things to different people, at different stages of their lives. The Academy will support you when you're thinking about what's most important to you and working out how you're going to make it happen.



## Induction

Everyone starts learning from day one. We'll support you through a comprehensive and informative induction to understand the work of the BHF.



## Leadership

We offer various leadership and personal development courses and programmes through different approaches including digital, face-to-face and virtual training.

We frequently support and contribute funding to external professional qualifications, so you can grow your career with us.



## Mentoring and coaching

Teaming up with a colleague can increase your confidence and help you to learn through reflection. We use an accredited programme to develop an internal coaching culture.



## Events and training

From 'show and tells' to training workshops, we provide a wide portfolio of learning and development events and curate an ever-growing library of learning tools and resources.

Our E-learning platforms, Workday Learning and Learning Box, allow you to access development opportunities at a time, pace and place that suits you. We provide webinars, and webchat forums on a variety of topics.



## Live well. Work well

Heart health is central to our mission, and that starts with you. We provide a programme of activities, opportunities and guidance to inspire and support you to live a healthy and happy life, at home and at work.





# Equality, diversity & inclusion

We pride ourselves on being an inclusive employer. Our equality, diversity and inclusion agenda spans the entire charity and we try to place diversity at the heart of everything we do.

We want all our colleagues, volunteers and supporters to bring their true selves to work.

Our equality, diversity and inclusion group, Kaleidoscope, is made up of representatives from each directorate.

We're proud of the affinity groups that we've set up. These give people the opportunity to celebrate themselves as well as hold regular listening groups, which allow us to learn from people with lived experience.

We currently have the following affinity groups:

- Black Affinity Group
- Anti-racism Affinity Group
- Parents and Guardians Affinity Group
- LGBTQ+ Affinity Group
- Jewish Affinity Group
- Muslim Affinity Group
- Disability Affinity Group
- Gender equality Affinity Group





**British Heart  
Foundation**