

# These are our benefits

As a world class organisation, we offer competitive salaries and an attractive package of benefits, designed to support the health and wellbeing of everyone who works here.

Our generous benefits include:

## 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. To support work-life balance employees can also flex their holiday entitlement by either buying or selling annual leave.

## Healthcare

We offer employees private medical insurance, dental health cover and a contribution towards their 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 eye tests and, if you need glasses for screen work, we'll help to make them more affordable.

## Flexible working

Many of our roles are advertised on a blended contract. This hybrid working will allow you to unlock your full potential at BHF, as you'll be able to work both at home and a minimum of one day a week in your primary office. Please note travel expenses to your primary office will not be covered by BHF.

## 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

We offer 12-weeks' pay package for all family leave including maternity, paternity and adoption leave and are committed to offering returning parents and guardians the opportunity to work flexibly.

## Support leave

We offer holistic support leave of up to 10 days to support colleagues in time of uncertainty, where you may need to take additional time away from work to support yourself or others during a life event, such as caring responsibilities, bereavement, and specialised medical appointments.

## 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 Careers 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 BHF.

## Leadership

We offer various leadership and personal development courses and programmes via different platforms 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 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 range 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.



# Belonging

Our push for equality, diversity and inclusion takes many forms, including how we manage our organisation, and how our research funding helps to tackle health inequalities.

An important starting point is making sure BHF's workforce reflects the general population so we can better represent the experiences and voices of the communities we support. A more diverse, inclusive, and fair BHF will not only improve the quality of what we do, but the impact we have.

We want all of our BHF colleagues to have development and progression opportunities, and to embed a more inclusive culture throughout our organisation. Our EDI strategy, Igniting Change, sets out our roadmap of the changes we want to see.

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

We currently have the following affinity groups set up:

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





**British Heart  
Foundation**