

# 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 a health cash plan which entitles staff to claim up to the following amounts each year for:

- Dental - £150
- Optical - £50
- Therapies (e.g. physio, chiropractic, osteopathy, acupuncture, homeopathy) - £70
- Flu jabs - £15
- Virtual 24 hour GP service via Retail Trust

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

We also offer various discount options on gym membership with Pure Gym, Nuffield Gym

## Retail discounts

Our Benefits Hub offers discounts for hundreds of retailers including Tesco, Sainsbury's, Marks and Spencer, John Lewis and Costa.

## Pension and financial wellbeing

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%.

We also offer an online package of free financial education information and access to debt consolidation products via a BHF-dedicated online portal.

## 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 worst happen, life assurance is there to help your loved ones.

## 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 in a coaching partnership 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 and 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 across our business.

We're proud of the affinity groups 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 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**