



# What We Offer

## FINANCIAL

- Commitment to pay Brighton & Hove Voluntary Living Wage
- Aviva Pension scheme with BDBF employer contribution of 5%
- Cycle to Work Scheme
- Bar discount policy
- Staff Ticket Offers
- Wider Wallet Staff Benefits Platform
- Flu Jab scheme
- Rental deposit loan scheme
- Travel loan scheme
- Eye Tests
- Financial Wellbeing Training
- Cost of Living Hardship Scheme
- Salary exchange scheme
- Childcare Vouchers – government scheme

## HEALTH & WELLBEING

- NHS healthchecks in the workplace
- Employee Assistance Programme - 24/7 counselling and support helpline
- Occupational Sick pay scheme
- Occupational Maternity, Paternity, Shared Parental and Adoption Leave and Pay schemes
- Time to Talk Days – organised annually with access to free wellbeing activities
- Access to ad-hoc Dance Space classes – depending on availability
- Training and development opportunities
- Trained Mental Health First Aiders
- Access to Staff Disability and Carers Equality Group
- Access to Equality and Diversity Action Group

## WORK-LIFE BALANCE

- All staff are entitled to 33 days annual leave including bank holidays (pro rata for part time staff)
- Flexible working policy
- Hybrid working policy
- 5 days paid leave within a rolling 12-month period (pro rata for part time staff) dependency leave (for emergency unforeseen domestic/caring situations)
- Sabbatical leave policy
- Buying and selling annual leave scheme

