

# Benefits & Perks

We are dedicated to providing a meaningful and rewarding work environment, as well as offering a range of perks and benefits for our staff to enjoy and ensure they are looked after. A full range of these is outlined below.

## ANNUAL LEAVE

Increase in entitlement with length of service – after 12 months' continuous employment, increase to 24 days pro rata, 25 days after 2 years

## WORKPLACE PENSION

We contribute 3% towards your pension through the People's Pension.

## LENGTH OF SERVICE AWARDS

We offer a token of gratitude for longstanding staff. Whether it is 5, 10 and 15 years of service, we really appreciate it!

## TRAINING & DEVELOPMENT

In-house training tailored to your role, as well as opportunities for external training courses.

Trainings we offer include:

- Management Capability Programme
  - Care Certificate
  - First Aid Training
  - Safeguarding
  - Makaton
  - Fire Safety
  - Learn with Us (working with family carers)
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## PROGRESSION

Opportunities to develop your career with a strong internal promotional culture and grow with us!

## WORKING GROUPS, MEETINGS & SUPERVISIONS

Regular opportunities to offer feedback, make your voice heard, and to contribute to organisational actions and objectives.

## SABBATICAL PROGRAMME

After 3 years working with us, opportunity to take up to 6 months sabbatical leave.

## MAKING A DIFFERENCE

Empower people with learning disabilities and Autism to live fulfilled lives and reach their goals – make a real, lasting difference

## FAMILY FRIENDLY

We observe statutory maternity, paternity, and adoption leave and promote shared parental leave.

## STAFF SOCIALS

Staff Christmas party and Annual General Meeting party.

## STAFF ENGAGEMENT INITIATIVES

Committed to staff inclusion and building relationships across services.

## EMPLOYEE ASSISTANCE PROGRAMME

Fully confidential helpline available 24/7

## FLEXIBLE WORKING

Range of working hours available, and flexible working rights

## DISCOUNTS & FREEBIES

Samples, freebies and discounts. Free tea/coffee/refreshments.

## FREE DBS CHECK

We cover all costs for enhanced DBS checks.

## COLLEAGUE REFERRAL SCHEME

Receive a £100 voucher when you refer someone to work for us and they are successfully hired!

## TRANSPORT LINKS

Head office conveniently located right next to bus stop; 10 minutes' walk from Holloway Road and Caledonian Road stations; 15 minutes from Highbury & Islington station



## LOCAL AREA

Beautiful garden at head office, with a range of parks, pubs and music venues on our doorstep!

## RECOGNITION

We value the hard work and contributions of our staff and are committed to providing a positive, supportive environment and a healthy work/life balance.

## INVOLVEMENT

Staff really enjoy fundraising for our charity and there's always something exciting going on for you to get involved in!

Dedicated to environmental sustainability and reducing Centre 404's carbon footprint!



Any questions? Don't hesitate to get in touch at 0207 607 8762 or [recruitment@centre404.org.uk](mailto:recruitment@centre404.org.uk)