

Employee Benefits

Our Culture

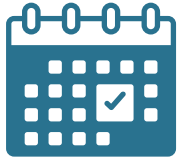
Our values are important to us, they inform how we should work alongside our clients, colleagues, partners, and stakeholders. We are committed to being a proactively inclusive organisation and ensuring good EDEI practice is embedded in the workplace culture, and that everyone who interacts with Connection Support is valued, treated with respect, and has a positive experience.

We want a team of people who represent the diverse communities we work in, learning and growing together and forming meaningful relationships and sharing our values of:

- ✓ **Empowering** - we use our lived and learned experience to support one another to perform our roles as well as we possibly can
- ✓ **Collaborative** - we support our colleagues and go out of our way for the benefit of others across the organisation. Share our time, energy and knowledge where it is needed.
- ✓ **Compassionate** - we recognise that everyone is from a different background and there is beauty in our uniqueness, our teams are a place where everyone is equally welcome and valued. We will go above and beyond to make everyone feel part of it
- ✓ **Personalised** - we recognise that each of us is different and brings something special to offer. We value the input each person brings and support each other to become the best version of themselves. It also means being constantly open to doing things differently, finding new solutions and sharing these with one another

Feedback

The CEO has an open-door policy, and truly welcomes the opportunity to get to know you and the work you are doing, including any difficulties you are facing. Our Board invites all staff to meet with them twice a year to suggest and discuss improvements across the organisation. We have staff surveys of which we have been accredited as 'Very Good' to work for by our employees. There are also virtual 'Town Hall Meetings' so we can keep in touch with what's going on in the organisation, and we run values sessions so you can understand how the organisation is committed to its values. Let's not forget our amazing team of Directors, Operations Managers, Team Managers, Deputies, Seniors, and colleagues who are always willing to listen, provide guidance, share knowledge, or just have a good old catch-up.



Annual Leave

A generous allowance of 30 days per year, plus bank holidays (pro rata for part-time). You can carry over 5 days of leave each year, or sell up to 5 days of leave per year back to us to increase your salary to the value of those days.



Gym Membership

We'll pay the total annual cost of your leisure club membership upfront so you can save on National Insurance with the amount being recouped from your salary over a 12-month period.



Family Friendly Policies

We understand that life can have unexpected or expected events, so when this happens, we are here to support, including 5 paid days dependents leave.



Work Events

All of our teams work hard which we recognise, and on occasion, it's nice to put the job to one side and have fun! Our events include Awards Evenings to celebrate the dedication and commitment of our wonderful staff and volunteers, Christmas outings, Away Days, Team Building and Office Lunches where we can say hello and connect with each other.



Health Cash Plan

Payment towards; dental treatment, eye tests, glasses or contact lenses, professional therapy treatments, diagnostic health consultations, personal accident and injury, counselling, unexpected health costs, and more.



Nursery Fees

You can save up to 47% on your monthly preschool nursery fees by paying through a salary sacrifice scheme and legally avoiding Tax and National Insurance.



Pension

Employees contribute 5% of their salary and Connection Support contributes 3%.



Development

We believe in investing in our people, so we offer extensive training and support to develop or add to your skills. We are always open to ideas on additional training we can offer, and our job vacancies are open for anyone within Connection Support to apply for.