

Employee benefits

Financial benefits

- Accredited Oxford Living Wage employer
- Contributory Pension Scheme
- Company sick pay rising with service
- Enhanced maternity and paternity pay after two years' service
- Retail and travel discounts
- Cycle to work scheme
- Interest-free travel to work loan scheme
- Life assurance x4 of annual salary
- £250 Employee referral bonus (subject to tax and NI)

Work life balance and development

- 26 leave days increasing for every year's service after two years up to year five, plus bank holidays
- Flexible working options
- Employee Assistance Programme counselling for childcare or eldercare
- Support towards professional membership costs including some paid days off for study
- Learning and development opportunities

Health and wellbeing

- Employee Assistance Programme – Free 24/7 confidential counselling, including support for dependants
- Free bi-annual eye tests
- Wellbeing policy with dedicated wellness and wellbeing plans
- Paid compassionate leave and other supportive leave options
- Employee forum
- Free lunch at O'Hanlon House
- Reflective practice sessions