



Kaleidoscope
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Staff Benefits

Along with our Policy on Salary Reviews and Employee Recognition Schemes, these benefits outline our approach to rewarding staff for both their loyalty, commitment and dedication to the performance of their roles.

What we offer...

Available to staff on Kaleidoscope T&Cs. For further information please read the relevant policies or contact the HR Team!

Annual Leave

- **25 -32 days** annual leave per year, dependent on length of service.
- In addition to this you will receive the **8 bank holidays** per year.
- Ability to buy or sell annual leave each year. Please see our **Annual leave Policy** for further details.

SimplyHealth

A cash back health care plan that enables staff to claim back healthcare treatments in any one year. Up to 4 children (up to the age of 24) are included for free and partners can be added for an additional sum. Contact HR for a full breakdown of cover.

Cycle to Work Scheme

A salary sacrifice scheme available to staff for the purchase of bikes and accessories. The purchase price is paid by the Organisation and reclaimed on an interest free monthly basis from salary. Deductions are exempt from national insurance and tax.

Wellbeing Day

Staff that participate in and evidence any wellbeing activity that demonstrates a positive move to look after their wellbeing throughout the year (Jan-Dec), will be eligible to an additional discretionary day the following year.

Sick Pay

During the first six months of employment, staff will be entitled to receive Statutory Sick Pay (SSP), whereby the first three days are unpaid waiting days. Thereafter up to 60 full days and 60 days half pay available, depending on service.

Family Friendly Leave

Enhanced **Maternity/Paternity** leave available, depending on service.

Option to trade in 5 days sickness for 5 days **Dependency Leave** to utilise throughout the year. Please see our **Planned Family Leave Policy** for further details.

For a full detailed list of all the benefits we offer please refer to our Reward & Recognition Policy or contact a member of the HR team.