

## Staff Benefits

- 5 weeks annual leave *plus* bank holidays (pro rata for part time staff) *plus* Christmas closure
- Selling Annual Leave Scheme
- Health cashback plans including optical and dental cover
- 24 /7 Advice and Information line
- Confidential counselling service
- Access to discount and rewards platform
- Enhanced maternity, paternity and adoption schemes
- Paid fertility leave
- Bonus exchange scheme
- Year end and Christmas discretionary bonus schemes
- Contributory pension scheme with employer contributions up to 5%
- York Test - discounted allergy and intolerance testing
- Discounted legal services
- Free refreshments
- Charity of the year
- Wellbeing support
- Reimbursement of flu jabs
- Reimbursement of eye tests
- Commitment to work life balance
- Training and development opportunities
- Flexible and hybrid working (as appropriate to the role)
- Annual review of salaries

*Please note some benefits are service related*