



- Enhanced pension contributions beyond minimum requirements
- Enhanced family friendly leave/pay
- Cycle to work scheme
- Cost of living commitments
- Living Wage
- Discount partnerships
- Flexible benefits options



- Peer to Peer Recognition scheme
- Annual Awards Ceremony
- Thank-you notes/cards
- Small Spot awards
- Employee of the Month
- Public shout outs
- Diversity and Inclusion calendar of events

## RECOGNITION

## PRACTICAL

# BOOSTING MOTIVATION FRAMEWORK

## WELLBEING

## DEVELOPMENT

- Mentoring & Coaching opportunities
- Secondment opportunities
- Internal promotion policy
- Training opportunities
- Sector Event attendance across organisation
- Cross-team projects
- Sector partner projects

- Mental Health Support
- Volunteering Days
- Social Events
- Flexible working options: compressed hours, flexible hours, job sharing
- Hybrid Working
- Diversity & Inclusion initiatives
- Work-life balance initiatives: holiday purchase scheme, Christmas closure, duvet days
- Sabbaticals