

# Cycling UK Employee Benefits



## Pension scheme

We offer a competitive pension scheme with Scottish Widows. Cycling UK will match salary sacrifice up to 5% of gross salary, giving a total monthly contribution of 10%.

**Access this on reaching three months service**



## Annual leave

A generous allowance of 25 days annual leave per annum, plus eight days bank holiday (pro rata for part time staff), with the option to buy an additional week via our buying leave scheme.

**Access this on joining Cycling UK**



## Parental annual leave

In addition to a generous basic annual leave allowance, we offer an additional two days of annual leave to employees who have just welcomed a baby.

**Access this on joining Cycling UK**



## Cycling UK membership

Full membership access to Cycling UK, including access to all member benefits and insurance.  
**Access this upon passing probationary period**



## Perkbox

Free access to an online perk scheme which gives you over 250+ great industry discounts, wellbeing/fitness app, and freebies such as a free monthly hot drink from Caffè Nero.

**Access this on joining Cycling UK**



## Unpaid leave

Where time off for reasons that do not fall within any of the leave categories available, employees can request two weeks unpaid leave.

**Access this upon passing probationary period**



## Parental leave

Employees on maternity/adoption/shared Parental leave will receive 12 weeks of full pay, and employees who take parental leave will receive an enhanced rate of two weeks full pay. We also offer enhanced two weeks' pay for bereaved parents.

**Subject to statutory eligibility**



## Compassionate leave

Losing someone close can be difficult. We support our employees with up to five days paid time off.

**Access this on joining Cycling UK**



## Group life assurance

Our Group Life Assurance scheme held with Legal and General provides a tax-free lump sum of four times basic salary.

**Access this on joining Cycling UK**



## Christmas Privilege day

An additional privilege day each year during the festive period.

**Access this on joining Cycling UK**



## Wellbeing and staff engagement activities

We have a range of engagement activities to join, including quizzes, coffee chats, learn more sessions, skills workshops and a virtual monthly staff meeting.

**Access this on joining Cycling UK**



## Charity workers discount

As an employee of Cycling UK, you can join [charityworkerdiscounts.com](https://charityworkerdiscounts.com) to take advantage of savings and discounts offered as a benefit of working in the charity sector.

**Access this on joining Cycling UK**



## Sick pay

We offer an enhanced sick pay of four months full pay per rolling year.

**Access this upon passing probationary period**



## Sabbatical leave

Employees can request to take 3-12 months sabbatical leave away from work to develop, learn a new skill or broaden their work experience.

**Access this on joining Cycling UK**



## Volunteering days

To enable and support employees in voluntary activities we offer two days of paid leave (pro rata for part-time staff) per year.

**Access this on joining Cycling UK**



## Cycling, car and motorcycle mileage

When travelling on business using a car, bike or motorcycle, Cycling UK offers enhanced mileage rates.

**Access this on joining Cycling UK**



## Employee assistant programme

We have an extensive Employee Assistance Programme with Health Assured for all our staff to access.

**Access this on joining Cycling UK**



## Cycle to work scheme

Cycling UK offers cycle to work schemes with Cyclescheme and Green Commute Initiative. This means you can save money on everything you need. Go for a bike, a bike and accessories, or just accessories – it's your choice!

**Access this upon passing probationary period**

