



EMPLOYEE BENEFITS



Employee Benefits at Ramblers

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Our benefits have been developed through collaboration with our Trade Union and wider staff to ensure that the benefits package can be tailored to an individuals needs.

Beyond a competitive salary for our sector, we also offer paid annual leave for all employees of 30 days, excluding bank holidays pro rata.





Family friendly and co-parenting



Maternity and Adoption

After a qualifying period, you receive an enhanced entitlement for maternity leave of 16 weeks full pay (including SMP), 16 weeks half pay (including SMP) or 20 weeks SMP.



Pawternity

We know families come in different shapes and sizes. Available from your first day of employment you can access up to one month flexible working when you have a new arrival.



Hybrid working

Most of our roles support hybrid working arrangements, whether combining home and office or home and community-based work. We encourage in-person participation for team meetings and other organisational events.



Compassionate

Available from your first day of employment, an enhanced entitlement of up to 20 paid days per annum over a rolling 12 months.



IVF

After a qualifying period, you receive an enhanced entitlement of IVF leave of 5 paid days per cycle (max 3 per annum).



Paternity

After a qualifying period, you receive an enhanced entitlement for paternity leave of four weeks full pay.



Flexible working

You can request flexible working from day one of employment, subject to business need.



Carer and Emergency Leave

Available from your first day of employment, an enhanced entitlement of up to 10 paid days per annum over a rolling 12 months.



Parental Bereavement Leave

Employees are entitled to up to 4 weeks of paid parental bereavement leave following the death of a child under 18 or a stillbirth after 24 weeks of pregnancy.



Neonatal Leave

From the first day of employment, eligible parent can take up to 12 weeks of neonatal care leave where a baby requires neonatal care for 7 consecutive days or more within the first 29 days after birth. This applies to birth parents, partners and adoptive parents.



Annual leave

At a set time each year, you will have the option to buy and sell up to five annual leave days.

Health Wellbeing

Health Cash Plan

Our Health Cash Plan policy is an insurance policy that covers the cost of everyday health costs. Members usually receive a percentage or 100% refund on the cost up to a specified limit. We pay for a standard level of cover, which you can increase at an additional cost.

Common areas of cover include:

- Dental
- Optical
- Consultations
- Scans (MRI, CT, PET)
- Therapies (physiotherapy, osteopathy, chiropractic and homeopathy)

There is no need for a GP referral as it works on a cash back basis and pre-existing conditions are covered.

Up to 4 children under the age of 24 can be covered for free. For an additional cost you can also add your partner.

Employee Assistance Programme

We provide AXA Health's Premier EAP service as part of our commitment to support the health and wellbeing of our staff. This service is separate from your Health Cash Plan.

The service includes:

- 24/7 telephone counselling helpline
- 24/7 medical information telephone helpline from their Health@hand team
- Telephonic psychological assessment for complex cases
- Immediate support through the counselling team via online live chat
- Access to Health and Wellbeing Webinars
- Access to the Besupported online portal providing tools, information, guidance and accessible support from the counselling team

Menopause

With a menopause policy, online training and support we want to foster an environment in which colleagues can openly and comfortably have conversations or engage in discussion about menopause.

Tooth fairy

Tooth fairy is a health regulated dental app, providing instant access to advice, guidance and prescriptions, from the comfort of your home.

You have access to the following:

- Dentist chat helpline
- Signposting and clinic referrals
- Videos and articles
- Video consultations

Sickness absence

We provide enhanced sickness absence pay, which increases with tenure.

Financial Wellbeing

Pension

We offer an enhanced contributory pension scheme through Legal and General.

Life Assurance

Life Assurance is designed to pay out a tax-free lump sum to a nominated beneficiary(ies) in the unfortunate event that you should die whilst an employee of Ramblers.

As an employee you are covered for up to one time your normal salary which is defined as basic annual salary excluding benefits, bonuses and commissions. The benefit ceases upon reaching State Pension Age.

Group Income Protection

We hope you don't need to access this benefit, but in the unfortunate event of your inability to work through illness or injury, you are covered for 50% of your pre-incapacity basic salary.

The benefit will be payable for a period of 2 years after a period of 26 weeks incapacity unless you are fit to return to work or you reach State Pension Age. This benefit is designed to provide taxable income.

Financial Support Grant

We recognise that there will be occasions when employees experience financial difficulty, through no fault of their own.

Through our financial support grant, assistance is available, whether you are facing a small, discrete issue with your finances, or a major challenge to do with complex personal or domestic circumstances. The grant is available to all members of staff who have a contract of employment with the Ramblers (therefore paid via payroll).

The grant is up to a maximum of £1,000, subject to tax and national insurance contributions. Where the grant is taken in good faith. You are not required to repay it.

Season Ticket Loan

All staff are eligible to apply for an interest free season ticket loan.

Sustainability

Electric vehicle scheme

We have partnered with Octopus Energy to provide our electric vehicle scheme. Operating as a salary sacrifice benefit means you will pay less income tax and national insurance.

Cycle scheme

The Cycle Scheme operates as a 'salary sacrifice' employee benefit, which means that you will pay less Income Tax and National insurance. You can purchase a bike and/or accessories up to the value of £2,500 which will be paid back through payroll over 12 months.



Miscellaneous

Reset/Volunteer Days

We recognise the importance of both understanding the work we do on the ground and volunteering in delivering our mission.

We support employees who have existing commitments or who want to undertake public duties during their employment, such as a magistrate, local councillor, territorial army, volunteer emergency services or a school governor.

We provide up to two paid days per annum as Reset/ Volunteering days to all employees.

Connect Day

Several times a year, typically in London, we bring all employees together in person. These gatherings provide valuable opportunities for building our culture, networking, organisational learning, and addressing key topics that impact the organisation.

Office hubs

Supporting our approach to hybrid working, we offer a selection of office hubs for you to work from. All offices are dog friendly, with our main hubs in Edinburgh, Cardiff and London.

Discounts

Benefits Hub

Enjoy amazing discounts and cash back on thousands of brands you know and love.

To access this benefit:

- Click this [link](#).
- Click the 'Don't have an Account? Sign Up' link on the left.
- Enter a name and email address and click 'Sign up'.
- Then the referral code **9VL9TQ** and click 'Register' once done.

Once registered you can access the platform using this [link](#).

Charity Workers Discount

As a leading UK provider of volunteer discounts, Charity Worker Discounts supports thousands of members save every day. From the latest fashion, travel, tech, to weekly food shopping and monthly bills.

Learning and development

We provide a variety of e-learning and facilitated learning sessions, as well as opportunities for work shadowing, coaching, mentoring and buddying.



Charity Workers Discount

You can access the Charity Workers Discount Platform and register by clicking this [link](#).

Cotswold Outdoor

Ramblers staff can receive their discount by signing up to Cotswold's Explore More loyalty scheme. You need to register instore or online through their customers service team (enquiries@cotswoldoutdoor.com) to join the scheme. You will be asked to verify your employment and can do this by showing your email, payslip, access to the intranet. You will be assigned to a customer group for a year from registration and then will follow the process again as and when that expires.

Runners Need

You can receive a discount of up to 20%*, both in store and online at [Runners Need](#).

Please note you will be asked to sign up to the Explore More loyalty scheme to claim this discount (terms and conditions apply)

Enter the discount code **AFRAMBLERS-E9** when purchasing your item(s).

Snow & Rock

You can receive a discount of up to 20%*, both in store and online at [Snow and Rock](#).

Please note you will be asked to sign up to the Explore More loyalty scheme to claim this discount (terms and conditions apply).

Enter the discount code **AFRAMBLERS-E9** when purchasing your item(s).

Canada Life – Teladoc WeCare

You can access WeCare:

- Via the Wecare App.
- By logging in/ registering [here](#).
- Calling 0800 917 9330 to access WeCare services by phone.

You also have access to Teladoc's myStrength emotional wellness support services:

- Via the Teladoc myStrength App.
- By registering [here](#).

The access code for both services is **E35891**.

Canada Life Toothfairy Dental

You can download the Toothfairy app.

The access code is **E35895**.

Cycle Scheme

To find out more about how the scheme works and to start your application visit [Ramblers Cycle Scheme](#).

[Employee Assistance Programme](#)

Further information is available in the [AXA EAP guide](#) and you can access the EAP through [axabesupported.co.uk](#) using the login details below:

Financial Support Grant

Further details of the grant and how to apply can be viewed at [Application Form](#).

Group Income Protection

This benefit is managed through the People Team so please email peopleteam@ramblers.org.uk if you have any questions.

Health Cash Plan

The guide to new joiners will be sent login in details from our provider Simplyhealth.

Life Assurance

It is vital that you complete an **Expression of wish form** for this benefit and remember to update it as and when your circumstances change. The completed form should be sent to peopleteam@ramblers.org.uk where it will be held on your BOB record.

Ramblers Membership

To access this benefit you will need to download and complete the membership form [here](#).

Reset – Volunteer Days

Further details on reset and volunteer days and how you should use them can be found [here](#).

Season Ticket Loan

For further details on the scheme and to complete the application visit [here](#) and email the completed form to peopleteam@ramblers.org.uk.

**For more information,
please get in touch:**

peopleteam@ramblers.org.uk



The Ramblers' Association is a registered charity (England and Wales no 1093577, Scotland no SC039799) and a company limited by guarantee, registered in England and Wales (no 4458492). Registered office: The Ramblers, Stone King LLP, Boundary House, 91 Charterhouse Street, London, EC1M 6HR.