



Staff benefits



Bowel Cancer UK
Beating bowel cancer together

At Bowel Cancer UK we value all those who work for us and are pleased to offer the following benefits to all employees as a way of demonstrating this.

Your workplace



Flexible working hours

- **Standard hours:** 35 hours per week
- **Core hours:** 10am to 4.30pm
- **Flexibility:** Customise your schedule to fit your personal commitments
- **Goal-oriented:** Focus on achieving objectives rather than clocking specific hours
- **Manager coordination:** Agree on your working hours with your manager, remembering that you will also need to be flexible if you need to attend meetings at a particular time



Lunch break

- **Flexible timing:** Take your break at a time that suits you and your manager
- **Mandatory break:** Ensure you take a break to recharge. Working through breaks is not permitted



Time off in lieu (TOIL)

- **Extra hours:** Receive appropriate time off for hours worked beyond your weekly contract, pre-agreed with your manager
- **Work-Life Balance:** Ensuring you maintain a healthy balance between work and personal life



Agile working

- **Flexible locations:** Work from a different location for up to five days in a rolling year
- **Policy details:** Specific arrangements are outlined in our policies

“I know my team and managers would support me through anything. With a young family and all the joys and surprises that life throws at us – I’ve never felt worried about ‘what work might say.’”

Mike
Fundraising Manager



Your workplace



Family friendly and inclusive policies

- **Enhanced pay:** Generous pay schemes for all types of parental leave
- **Support for families:** Policies designed to support working families
- **Inclusive environment:** Commitment to family-friendly and inclusive workplace practices



Team building

- **Time together days:** Regular events designed to help you connect with colleagues across the charity
- **Directorate days:** Special days dedicated to team building within your directorate
- **Christmas lunch:** Celebrate the festive season with a fun and inclusive Christmas lunch



Career and personal development

- **Structured reviews:** Regular 1-to-1 meetings and annual performance reviews
- **Competency framework:** Aligned with our values-based competency framework
- **Online training:** Access to an online training platform with assigned courses
- **Personal development:** Identify and meet personal development needs with your manager

“My manager encourages me to sign up to workshops, training courses and to reach out to other charities, both to increase my knowledge and to meet other people working in similar areas.”

Ruby
Senior Research Interpretation Officer



Your finances



Pension

- **Automatic enrolment:** Start contributing from day one
- **Employee contribution:** 4% of your salary
- **Employer contribution:** Bowel Cancer UK contributes 5% of your salary
- **Salary sacrifice scheme:** Save on tax and national insurance



Life assurance (MetLife)

- **Eligibility:** Available to all staff aged 16 to 70 years old on joining
- **Benefit:** Provides a payment of four times your salary to your nominated beneficiaries in the event of death in service
- **Nomination:** You can nominate who will receive the payment



Medicash scheme

- **Eligibility:** Employees will be enrolled from the first day of the following month
- **Benefit:** Claim cashback on everyday healthcare costs such as dental, optical, physiotherapy, prescriptions, inoculations, and flu jabs
- **Additional Benefits:**
 - Discounted health club membership
 - Virtual GP and prescription service (unlimited access)
 - Premium Employee Assistance Programme
 - Up to 8 face-to-face counselling sessions
 - Free cover for up to 4 children (up to age 24 if in full-time education)
 - Access to digital health tools via the My Medicash App (including HealthLens, SkinVision, Phio, Eargym, and mProve YOURSELF)
- **More Information:** Download the **My Medicash App** to manage your policy and submit claims easily. Full details and claim guidance available from the HR team



Your finances



Season ticket loan

- **Interest-free loan:** Obtain an interest-free loan to purchase a season ticket or annual travel card
- **Eligibility:** Available after the completion of your probationary period
- **Repayment:** Monthly payments are deducted directly from your salary



Charity Worker Discounts

- **Platform:** charityworkerdiscounts.com
- **Wide range of discounts:** Access a variety of discounts, money-saving deals, and vouchers
- **Categories:** Includes discounts on holidays, fashion, gym memberships, mobile phones, and utilities



Living Wage Employer

- **Fair and competitive pay:** Committed to transparent pay benchmarking bi-annually and annually
- **Accreditation:** Living Wage Employer
- **London weighting:** Employees who live in London (within the M25 corridor) also receive a London weighting allowance

“Charity Worker Discounts helps me save money on everything from takeaways to travel insurance and more. It’s free to use, and I can save at loads of well-known shops.”

Finn
Digital Engagement Manager



Your health and wellbeing



Wellbeing support

- **Holistic strategies:** Comprehensive support for employee wellbeing
- **Wellbeing hour:** Take a wellbeing hour each week at an appropriate time
- **Wellbeing/Mental Health Champions:** Trained staff available for support and guidance
- **Wellbeing group:** Regular meetings to discuss and recommend new initiatives
- **Wellbeing hub:** Access a wide range of resources on our intranet



Occupational health

- **Generous scheme:** Inclusive of statutory sick pay, as detailed in employment contracts



Unexpected leave

- **Paid time off:** Available for compassionate leave or sudden emergencies



Holiday

- **Annual leave:** 27 days paid holiday per year for full-time staff, plus bank holidays
- **Pro-rated:** Holiday entitlement is pro-rated for part-time staff
- **Special Leave:** Enjoy 1 day of paid additional leave in the month of your birthday
- **Christmas leave:** Additional 3 days leave over Christmas