

## The Hardman Trust staff benefits and perks

### Your working day

- Flexible working hours
- Home working, with the equipment you need to get set up
- Monthly in person staff meetings, to create connection with your team
- Subscription to Flown - deep work and productivity software

### Taking time off

- 28 days of annual leave (pro rata)
- Two volunteer days per year to support the causes you love
- A bonus day off for special days:
  - your birthday,
  - your wedding,
  - your graduation,
  - moving house
- Time off for when you need it, handled with sensitivity:
  - Bereavement (family, friends, animals)
  - Compassionate and dependency leave
  - Medical treatment and sick leave
  - IVF treatment (for both partners)
  - Miscarriage (for both partners)
  - Domestic abuse
- Adoption and parental leave

### Your health, wellbeing and hobbies

- Flexible working hours, to enable you to make time for hobbies and wellbeing (e.g. attending the gym at lunch time).
- A team wellbeing activity on World Mental Health Day
- Free specsavers eye test
- Staff perk scheme via Charlie HR, including cinema and restaurant discounts and free online fitness classes on a Thursday
- Cycle to work scheme due to be launched later in 2023

### Your career development

- Learning & development budget for each staff member
- Time off for other professional development (mentoring, buddying etc)