



## Women and Girls Network (WGN) Employee Benefits

### Financial Benefits

- Bike Loan – WGN operates a bike scheme provided by Green Commute Initiative
- Pension Scheme – All new employees are enrolled into WGN’s pension scheme provided by Aviva from their first day of employment
- Charity Worker Discounts – WGN is partnered with Charity Worker Discounts to provide discounts
- Death in Service Benefit (Life assurance) including Virtual GP access and legal support

### Health Benefits

- Eye Tests – WGN offers up to £30 an eye test if you habitually use display screen. equipment and up to £50 towards glasses if you are a VDU user.
- Enhanced Sick Pay – enhanced sick pay depending on your length of service.

### Leave Benefits

- Annual Leave – a competitive leave entitlement of 25 days per annum (pro-rata), all public holidays and 3 closure days in December
- Birthday leave
- Paid and unpaid Compassionate and Bereavement leave
- Paid Carers Leave and Dependant’s Leave (up to 5 days per annum pro rata)
- Maternity & Adoption Leave & Pay – WGN offers an enhanced Maternity and Adoption pay.
- Time Off Payroll – Employees can request unpaid leave for exceptional circumstances i.e. travel/childcare etc.

### Wellbeing Support & Benefits

- WGN Together Days
- Employee Assistance Programme
- Flexible Working – the right to request flexible working hours /pattern
- Hybrid Working – working from home and the office
- Clinical Supervision – Clinical and frontline roles receive regular clinical supervisions from one of WGN’s Clinical Supervisors
- Specific counselling for Staff who are Survivors Sexual Violence (up to 6 sessions)
- VAWG policy
- Menopause policy
- Free Sanitary products on all sites
- Free hot drinks at each site



PO Box 13095  
London  
W14 0FE

Tel: 020 7610 4678  
Fax: 020 7602 8610  
Helpline: 0808 801 0770

www.wgn.org.uk  
info@wgn.org.uk  
Charity no. 1150354 Company no. 8286856

## Learning & Support

- WGN's Specialist Training Team offer a comprehensive range of CPD and OCN accredited training and development opportunities
- Each staff member receives one to one supervision from their line manager

WGN is a member of The [London VAWG Consortium](#), [Halo Code](#), [Helplines Partnership](#)



**MAYOR OF LONDON**