

Total Rewards Package



Vitality Health Cover

Vitality's Health Insurance scheme covers you for mental and physical health and you can enjoy Vitality Active Awards, allowing you to earn anything from a free coffee to cinema tickets, just from being active!



Gym, Sports Club or Equipment Allowance

£250 yearly allowance towards the costs of sports club or gym fees or if you prefer exercising at home, towards the purchase of sports or exercise equipment.



Cycle to Work Scheme

The Cycle to Work Scheme allows staff to purchase cycles and cycling safety equipment, worth up to £1,000.



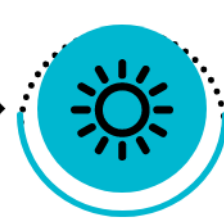
Eye Tests & Home Working Equipment

Get reimbursed for an eye test and up to £150 for any corrective appliances required for working with display screen equipment. We'll also help kit out your home working space to allow you to work comfortably.



Learning & Development

We will help you find the resources you need to expand your knowledge on a variety of topics, stay current in your field and continue to learn as your career or role progresses.



Annual Leave

Enjoy 25 days leave when you join us, 27 days after 3 years, and 30 after 5 years. After 7 years, you will receive 35 days for one year only and on your 10th anniversary, you can take an extra 20 days for one year only.



Privilege Days

We offer an extra 3.5 privilege days which are taken on Maundy Thursday before Easter and between Christmas and New Year.



Buying Additional Leave

Buy an additional five days leave per year. These can be purchased either in March or in September, with the cost spread over 6 or 12 months.



Enhanced Leave

Full maternity and adoption pay for the first 13 weeks (followed by statutory pay for the remaining 26 weeks), full paternity pay for 2 weeks, Statutory Shared Parental Pay of up to 39 weeks and five days off for treatment related to infertility.



Volunteering Days

Staff are offered 4 volunteering days (pro-rated for part-time staff) each year which have been used to help with litter picks, food banks, School Governor duties and much more!



Moments that Matter Days

The Alliance gives 2 Moments that Matter days per annum for you to use for whatever you like: shopping, binge watching Netflix, a meal out – whatever is closest to your heart.



Working Hour Week

Our working week is 36 hours, compared to the UK average of 42.5. There is a strong ethos of life/work balance as ultimately, happy employees are more productive employees.



Employee Assistance Programme

We are a member of Health Assured which provides confidential emotional support services and finance and legal advice to help you balance the pressures of work with the needs of home life.



Flexible Working & Flexi-time

Choose the hours you work thanks to flexi-time and flexible working arrangements. We have all manner of hybrid working patterns so please discuss this with your line manager.



Recognition & Reward

2021 will see us turn our attention to how we might recognise and reward staff differently and ultimately better. We will be asking for input and ideas so watch this space!



Environment & Culture

Vibrant offices in central London, plenty of social events & six qualified Mental Health First Aiders. We also share our office with the friendly teams at Commonwealth Games England & the Sport for Development Coalition.



Season Ticket Loan

All staff are eligible for an interest free season ticket loan to purchase travel to and from work (the Alliance offices). Loans are repaid by deduction from net salary in monthly equal instalments commencing at the first payroll date following the loan.



Pension

We offer two pension schemes: a defined-benefit scheme with the LPFA and a defined contribution scheme with The People's Pension. What's more, the Alliance contributes more than our employer's legal obligation.