

Staff Benefits



Work and Life Balance

- Hybrid working
- Flexible working hours including part-time, term time working, job sharing, staggered hours, compressed hours etc.
- Flexi time with no 'core' hours
- Voluntary reduced working time
- Generous holiday leave
- Emergency care/domestic leave
- Bereavement/compassionate leave
- Supporting voluntary public service
- Study leave
- Contractual Maternity/paternity/adoption/carers' leave and pay arrangements
- Long break over the Christmas period



Conditions

- Competitive salary
- Civil service pension scheme arrangements
- Life assurance scheme (death in service benefit up to 70 years of age), eligible after successfully completing probation period
- Recognition of PCS union
- Interest free loans - pay advances and loans for travel (repayments made from salary)



Loans

Salary

Pension

PCS Union

Life Assurance

Health and Welfare



- Healthy living allowance – claim 50 percent of the costs of taking part in a physical activity or range of physical activities that contribute to your general health and well-being claim up to a total of £180 each business year
- Confidential counselling service available to all staff and close family members
- Occupational absence/sick pay scheme
- Option to consult occupational health professionals
- Cycle to work
- Online DSE self-assessment



Professional support

- Corporate and job-specific induction
- A programme of mandatory training covering the essentials
- Personal development to support job performance and career development
- Access to a wide range of learning events, webinars and digital learning
- Access to coaching, mentoring and mutual mentoring
- Communities of Practice



Coaching and mentoring

Essential Training

Induction programme

Communities of Practice

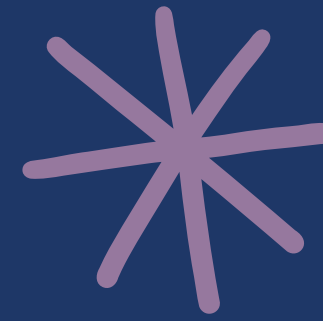
Professional Development

Calendar of Learning events



Office Environment

- Accessible building
- No smoking policy
- Up to date furniture and equipment
- T-points with hot and cold water taps
- Kitchen facilities
- Recycling of paper products, plastic bottles, cardboard, food tins and cans, glass jars and bottles, batteries
- Welfare room
- Bike friendly
- Shower facilities



SPSO Culture



- Staff feedback and annual business meeting
- Carer support
- Climate/Green Working Group
- Charities Group with regular events
- Health and Wellbeing Group
- Inclusion Diversity Equality Accessibility (IDEA) Group
- Christmas Elves
- Living wage employer
- Investors in People Gold Award

