

Contracted employee benefits



**At Mencap,
we are more than
an employer and
you're more than
just an
employee**

Key benefits

- At least 32 days paid holiday including bank holidays (pro rata)
- Mencap sick pay after 3 months' service
- Paid compassionate, bereavement and dependents leave
- Enhanced paid parental leave
- Pension scheme with contribution rate choices and employer match of up to 7%
- Life assurance for pension scheme members
- Holiday buying options

Feeling valued and included

- We are a values based employer committed to equity
- We want all colleagues to feel safe, included and that they belong at Mencap.
- Our colleague network groups support those that identify with them
- Reasonable adjustments and workplace passports

Helping your money go further

- Access to My Benefits - your place for savings, wellbeing support and everyday discounts
- Interest-free tech and rail season ticket loans
- Savings on household bills
- Retail, cinema and other leisure discounts
- Salary advances, loans and financial education tools
- Access to free and discounted tickets for events, attractions and experiences
- Blue light card access

Recognising what you do

- Peer-to-peer thank yous
- Monthly awards for individuals and teams
- Long service awards
- 'Refer a friend' bonus

Investing in your development

- Comprehensive induction programme
- Digital and in-person learning
- Access to a mentor/coach from day one
- Regular one-to-ones and reviews

Focusing on health and wellbeing

- Free access to 24/7 wellbeing and safety platform Sonder
- Free access to virtual GP and physiotherapy
- Mental health first aiders
- Discounted gym membership
- Free will writing with our partner Farewill
- Health Cash Plan