

Company Benefits

Finding Freedom from abuse is dedicated in supporting its staff through its Benefits Package. We endeavour to be competitive with our salaries and our benefits. Whilst working for FFFA you will be entitled to receive the following benefits:

- **28 days annual leave plus bank holidays**

We understand the pressures of working within the domestic abuse field and actively wish to support our staff in line with our principles and values. We believe time off to relax and regenerate is imperative for your mental health and work life balance.

- **1 day paid leave to celebrate your birthday**

Hey, its your birthday, who wants to work on their birthday. If your birthday falls over a weekend, you can opt to take the Friday or Monday off.

- **10 days sick leave (on a 12 month rotating basis)**

We all catch the odd cold at times so sick leave is provided to recuperate and get well.

- **Employee Emergency Hardship Fund (qualifying periods & eligibility apply)**

Hardship payments are for emergency situations that are unexpected, unavoidable and would have a major detrimental impact on you. A payment from the employee emergency hardship fund can be for a maximum of £200 and is an interest free loan.

- **Employee Emergency Loan (qualifying periods & eligibility apply)**

If you are experiencing exceptional hardship which has impacted on your ability to care for family members, come to work, maintain employment or fulfil the requirements of your job role, we offer Employee Emergency Loans. Loans are interest free and are non-reportable to HMRC. The employee emergency loan can be for a maximum of 50% of your monthly basic take home pay, and repayable over a 12 month period.

- **Paid Clinical Supervision Appointments**

When you join us as a Support Worker, we arrange and pay for you to have a clinical supervision appointment with a trained counsellor, once a month. What is discussed between you and your counsellor is private and only discussed between the two of you. Finding Freedom receive no information regarding your sessions.



- **Cycle to Work Scheme**

Get fit and reduce your carbon footprint. We are pleased to offer you the opportunity to join the cycle to work scheme where you can save up to 42% of the cost of a new bike and/or equipment up to the value of £1,000 via salary sacrifice.

- **Long Service Awards**

Finding Freedom From Abuse considers that it is important to acknowledge and reward its long serving employees, as we value the loyalty and experience of our staff.

Reward Structure

10 Years Service: You will receive £500 lump sum payment along with 2 additional days annual leave (pro-rated for part-time employees)

20 Years Service: You will receive £1,000 in vouchers of your choice (not taxable under current legislation)

30 Years Service: You will receive £1,000 in vouchers of your choice (not taxable under current legislation)