

Coast to Capital Benefits Package

Company Culture

We pride ourselves on our diverse, open and inclusive culture. We have a supportive environment with employee wellbeing a key priority. We have two trained mental health first aiders and ongoing 'time to talk' sessions. We also have a corporate charity which is chosen by staff each year. This year staff decided to support a national and local charity and chose the Samaritans in line with our commitment to wellbeing and Sussex Wildlife Trust in line with our commitment to sustainability and the environment in which we work and live.

Great location

Coast to Capital's offices are based in Three Bridges, Crawley. The location has excellent transport links with many bus routes, it is less than a 5 minute drive to the M23 and only a 5 minute walk to Three Bridges station making it accessible to London and Brighton within 40 minutes. The office is conveniently located close to major food outlets and a short bus ride to the shopping centre of Crawley.

Excellent office amenities

The offices have been fitted out with our branding and include air conditioning, high speed wifi, kitchen facilities and breakout space. We have a variety of different working spaces including traditional desks, collaborative areas and traditional meeting rooms.

Parking

Limited free parking is available but we are committed to sustainability and encourage the use of public transport.

Refreshments

Hot and cold refreshments are available free to staff including many fair trade products in line with our commitment to sustainability.

Interest free season ticket loans

We offer interest free advances for annual season tickets for commuting to work. You will receive a payment of the full cost of the ticket which is then repaid via your monthly salary in equal monthly amounts over a 12 month period.

Annual leave

Private sector best practice of 25 days annual leave, plus bank holidays, increasing to 27 after 5 years' service.

Time off for volunteering

Half day off per year to give you time for volunteering – either for your own charity priorities or for our corporate charities.

Flexible Working

Flexible working policy including adjusted working patterns. Work from home flexibility (job role appropriate & circumstance) and 4pm departure on Fridays.

Training and development

Commitment to ongoing training and personal development including support for professional qualifications relevant to your job role.

Pension contributions

Coast to Capital matches the minimum employee contribution of 5% pension contribution which is above the 3% legal requirement. Our salary sacrifice scheme reduces the amount of National Insurance (NI) you and your employer pay. All of these NI savings will be used to boost your pension contributions.

Life assurance scheme

Life cover at a level of four times salary in the event of death which is competitive and above the market offer.

NHS cash top up plan

This benefit is to contribute towards the cost of routine healthcare such as dental, optical and complementary therapies, so you don't need to be ill to take advantage. This is an optional taxable benefit.

Eye tests and glasses

Employees who are DSE users are entitled to claim the cost for eye tests, including a full eye and eyesight test by an optometrist or doctor, including a vision test and an eye examination. Employees can also claim for a contribution up to £75 towards the cost of glasses if required for DSE usage.

Mental Health Support Services

Our Employee Assistance Programme provides access to free independent and confidential telephone assistance including, stress management, telephone counselling, dealing with difficult management issues, and financial and legal information and signposting. Available 24 hours a day, 7 days a week, 365 days a year. You could also access face to face counselling for up to 6 sessions where it's clinically appropriate and subject to opting in to the top up plan.

Maternity and paternity pay

Enhanced maternity and paternity offer.

Bonus scheme

A monthly bonus of £150 for going over and above their role, awarded following nominations by other team members.

Referral fees for hired candidates

£500 for a successful candidate appointment following referral by a member of the team, payable after the completion of a successful probation period.