awen

Ymddiriedolaeth
Ddiwylliannol
Cultural Trust

WORKING AT



WORKING AT AWEN

Our people are our success and we believe in rewarding staff fairly for the role undertaken and providing a wide range of benefits to help all aspects of your life.

Our purpose and values define who we are, and as a customer facing organisation our people really are our most valuable asset. This is why we are continually striving to provide you with the benefits that you deserve.



HEALTH & WELLBEING

- Bryngarw Country Park
- Halo Leisure
- Health Assured

LIFESTYLE

- Annual Leave
- Flexible Working Arrangements
- **Family Friendly**

FINANCIAL

- Staff Benefits platform
- Cafés discount
- B-Leaf and Wood-B discount
- Pensions
- Mileage
- Tickets for Good

Salary Sacrifice Schemes

- Cycle2work
- Refurbished tech scheme
- Tusker
- WHA Healthcare

PERSONAL DEVELOPMENT AND INCENTIVES

- Pathway to Leadership and Management
- Learning and development
- Volunteering
- Inspire Awards

HEALTH & WELLBEING

Discounted membership across Halo Leisure facilities in Bridgend County Borough



Free parking at Bryngarw Country Park, Brynmenyn, to encourage our staff to enjoy the outdoors



Health Assured

Access to Health Assured, the UK's largest employee assistance programme, where you can access tools and support to lead a healthy and happy life.

Including:

- digital wellbeing tools
- counselling
- financial coaching
- menopause support line
- virtual GP appointments through Kry
- life and leadership coaching

health assured

LIFESTYLE

Annual Leave

We know how important it is for our staff to take a break away from work and that is why we offer 25 days paid holiday, increasing to 30 days after 5 years service (this is in addition to the eight days annual public holidays).

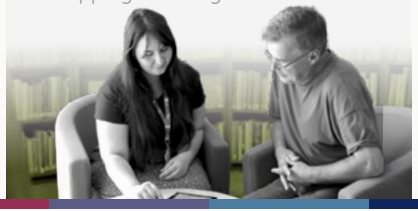
You also have the opportunity to purchase up to 15 days additional leave each year.



Flexible Working Arrangements

Flexibility in your role will mean different things dependant on the position you hold at Awen. This could mean a hybrid model, where your location choices could include any of our venues, working from home or other suitable location.

You may also have to attend on site meetings if this is part of your role. Where staff work on a rota, we strive to support flexibility where possible, with shift swapping or changes.



Family Friendly

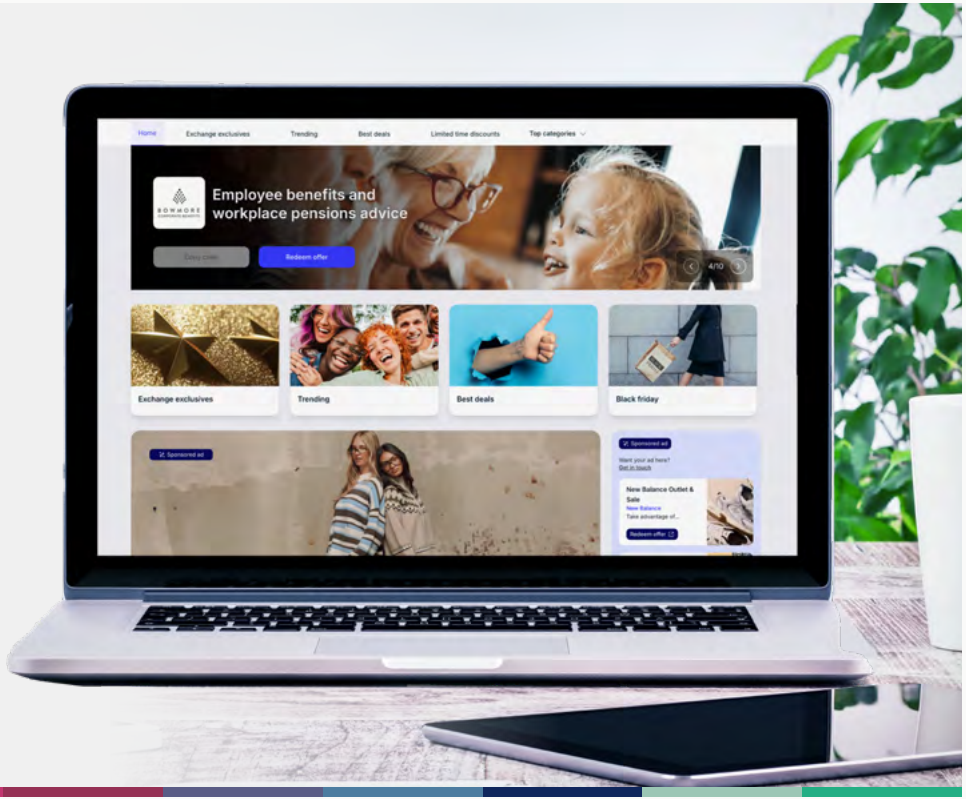
Family matters. From welcoming a new child to dealing with difficult family circumstances, we offer a range of family-friendly leave and enhanced benefits to support you when you need it most. We're also proud to be a Fostering Friendly organisation, supporting colleagues who foster.



FINANCIAL

Staff Benefits Platform

Discounts and savings that make a difference to you.
All staff have access to Pluxee, our online benefits platform that offers exclusive savings and benefits such as discounts at high street stores, fashion retailers and supermarkets as well as cinemas, restaurants, holidays and more.



FINANCIAL

20% discount at our cafés



10% discount on purchases at B-Leaf and Wood-B



Pensions

We will match an employee contribution of 6% with an employer contribution of 6%.



Mileage

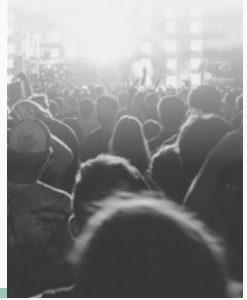
Business Mileage is paid at the following rates:

Car: 55p //
Motorcycle: 24p //
Bicycle: 20p



Tickets for Good

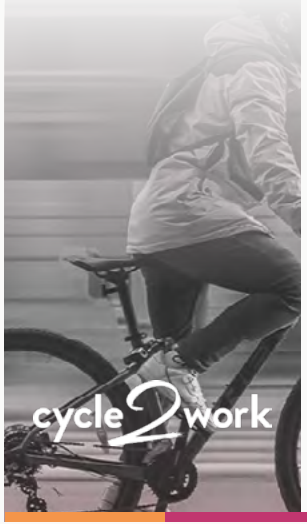
Free and discounted live event tickets including music and theatre, sports and comedy, at venues across the UK, for charity sector workers and their family and friends.



FINANCIAL: SALARY SACRIFICE SCHEMES

Cycle2work

Designed to save you money on a new bike and spread the cost over a 12 month period.



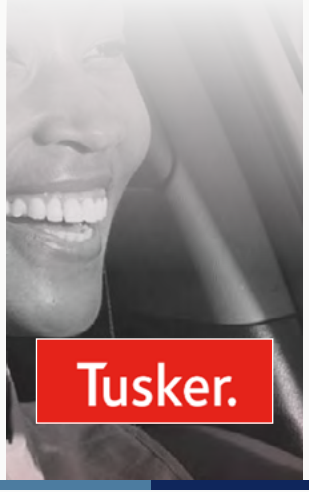
Refurbished Tech Scheme

Employees can buy, sell, trade in a range of tech products and pay over a 12 month period. Making the latest tech more affordable.



Tusker

Our car benefit scheme allows you to offset your salary in exchange for a brand new electric or plug-in hybrid car.



WHA Healthcare

A range of low cost healthcare cash plan schemes to help with everyday costs of staying healthy.

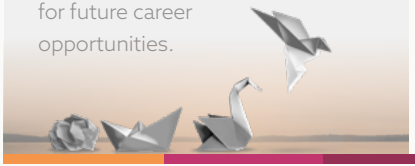


PERSONAL DEVELOPMENT AND INCENTIVES

Pathway to Leadership and Management

We invest in developing future leaders and managers through our Pathway to Leadership and Management.

Run every three years and available through an application process, the programme provides structured development, mentoring, qualifications and practical learning opportunities to help colleagues build confidence, strengthen capability and prepare for future career opportunities.



Learning and Development

Personal Development is important to us and that's why we invest in a digital learning site, which has access to circa 250 modules, meaning you can study where and when you want. We highlight your essential training and also give you access to the whole library of courses.

If you have unique training requirements we will always consider your needs and requests, and where possible support you to become the best you can be!

Volunteering

Colleagues can take up to one paid volunteering day each year to contribute to an approved community, charity or volunteering project.

Inspire Awards

We recognise and celebrate the outstanding contributions, achievements and impact of our colleagues and volunteers every quarter and at our Annual Inspired Together Event.



Ymddiriedolaeth
Ddiwylliannol
Cultural Trust

Ymddiriedolaeth Ddiwylliannol Awen
Swyddfeydd y Stablau, Tŷ Bryngarw,
Parc Gwledig Bryngarw,
Brynmenyn, Pen-y-Bont, CF32 8UU

Awen Cultural Trust
Stable Offices, Bryngarw House,
Bryngarw Country Park,
Brynmenyn, Bridgend, CF32 8UU

+44 (0) 1656 754825
enquiries@awen-wales.com
www.awen-wales.com

Rhif elusen gofrestredig / Registered charity number: 1166908
Rhif cofrestru TAW / VAT registration number: 224 3341 44
Rhif gofrestredig / Company number: 09610991

Mae Ymddiriedolaeth Ddiwylliannol Awen wedi'i chofrestru yng Nghymru fel cwmni cyfyngedig drwy warant.
Awen Cultural Trust is registered in Wales as a company limited by guarantee.