

Cherry on top

Employee benefits at Stewardship



More than just a payslip

The table below summarises the benefits package that Stewardship provides to all our staff, which is reviewed on an annual basis to ensure that it is competitive against the local and the UK charity sector job markets. All of these benefits are over and above the statutory minimum requirements.

Leave	
Paid annual leave	27 days per annum, plus 8 bank holidays. (pro-rata for part time employees)
Paid sick leave (discretionary during probation)	Up to 3 months at the full rate of salary and up to a further 3 months at half the full rate of salary
Enhanced Paternity Leave (qualifying criteria needs to be met)	2 weeks' full salary
Enhanced Maternity Leave (qualifying criteria needs to be met)	12 weeks' salary at full pay with a further 4 weeks at full pay upon return
Unpaid leave for Christian service	1 week per annum
Additional leave for long term service	1 week (paid) leave for Christian service after 5 years
Moving house	2 days (paid)

Pension and Death in service	
Employer Contribution into (Grouped) Personal Pension Plan.	10% of annual salary (after 3 months continuous employment)
Salary Sacrifice Scheme for Pension Contributions (after 3 months continuous service)	Employee National Insurance saving, plus 100% of Stewardship's National Insurance savings passed on to employee
Death in service cover (after successful completion of probationary period)	Four times annual salary

Discretionary benefits	
Paid leave for attending the funeral of a relative	1 day
Dependent's Leave	The number of days and whether it is paid will depend on the situation
Christmas Payment	Discretionary
Annual Retreat Day	An all-team day away from the office to recharge our spiritual batteries

Additional benefits	
Subsidised Gym membership (after successful completion of probation)	Up to £50 per month (pro-rated for part-time staff)
Access to Health Cash Plan (after successful completion of probation)	Paid direct from your salary, various levels of cover options available for dentistry, optometry and other therapy services
Nespresso machine	Tea and coffee provided free of charge. Nespresso coffee available at a suggested donation of 30p per cup
Giving accounts: Organise your giving at a 0% fee, for the duration of your employment with us (usually 3%). Matched giving from Stewardship	Variable depending on the amount paid into an account Up to £50 per month for anyone giving regularly by Direct Debit into a giving account
Season ticket travel loans	Interest free annual loans to cover your season ticket pass.

Cycle to work scheme

This is a Government Initiative, supported by the Department of Transport, HMRC, TfL and the Mayor of London's Office.

The Scheme enables you to have a brand new bike and safety accessories to use to cycle to work. You will receive full tax and national insurance relief on the purchase meaning that you get around a third or more off of the purchase price, provided that the bicycle is used 50% or more for commuting (or business) use. No taxable benefit falls on the employee.

The Scheme uses a salary sacrifice arrangement similar to the one that staff use to make pension contributions. We will buy the bike and allow you to use it exclusively, including for private use. You keep the bike as if it is yours. You pay for it by monthly instalments over a 12 month period out of your gross salary as part of a salary sacrifice arrangement. By doing it this way, you will save the tax and national insurance on the purchase price.

Staff-run clubs	
Book club	Meets every 6 weeks to discuss the latest choice of a member of staff
Walking club	Guided walks around London every few months after work, usually based on a theme, followed by dinner
Board games	Mostly held at lunchtimes on a weekly basis, but occasionally after work with drinks and dinner