

At War Child we strive to foster a positive culture with unique and inclusive benefits that reflect our creativity, fun, compassion and our commitment to well-being.



Enhanced Annual leave:

28 days' annual leave, rising to 33 days, plus public holidays (entitlement is pro-rata for part-time staff).



Flexible Working Arrangements:

Requests considered from day one of employment and includes both ad-hoc flexibility and ongoing arrangements.



Pension Contribution:

War Child will contribute 5% for staff contributing at least 3% into our pension scheme. War Child's contribution increases to 6% after 1 year of service



Enhanced Family Leave:

Enhanced pay provision for maternity, partner/co-parent/paternity, shared parental and adoption leave. 18 weeks' unpaid parental leave also available for parents of children under 18.



Life Insurance:

A lump sum benefit of £50,000 paid to the employee's beneficiaries in the event of the employee's death. Available to all employees enrolled in War Child's pension scheme.



Healthcare Cash Plan & Cancer Cover:

Insurance policies that can help to cover the cost of everyday healthcare or cancer treatment. Premiums are paid by employees through payroll.



Enhanced Sick Leave:

Available from day one of employment. Entitlement increases based on length of service.



Discounts on War Child Merchandise:

25% discount on full price War Child merchandise, available to all employees, sold through Shop for Good.



Cycle2Work Scheme:

Tax and NI savings on the cost of cycles and safety equipment up to the value of £1000, paid via payroll over 12 months.



Season ticket loan:

Interest-free loan for the purchase of annual season tickets on public transport.



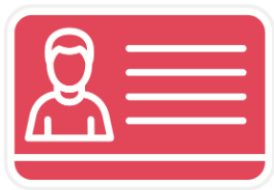
Workplace Nursery Benefit:

Tax and NI savings on childcare costs for children up to 5 years old, deducted via payroll.



Individual/Collective Development with 5 days of Study Leave:

Offered to all employees based on their agreed development plan.



Professional Membership Fees:

Reimbursement of professional fees or subscriptions to trade bodies or institutes in order to carry out the job role.



Eye Test and Glasses Contribution:

Reimbursement up to an amount of £50 per annum.



GP Helpline:

Access to a qualified GP, 24/7 via a telephone or webcam consultation offering diagnosis, advice and reassurance on medical matters.



OpenUp - Employee Assistance Programme:

Confidential counselling sessions, wellbeing webinars and dedicated psychosocial support.



Enhanced Compassionate Leave:

Up to 10 days' leave per annum for the death/medical emergencies of close relatives, close friends and pets. Discretionary approval of up to 5 additional days.



Paid Emergency Time Off for Dependants:

Up to 5 days paid leave per annum to deal with an emergency involving a dependant.



Flexible Public Holidays:

Staff may exchange up to two standard UK public holidays around Easter and Christmas for those that have cultural or religious significance to them.



Career Break:

3-12 months' unpaid leave available to staff after 3 years' continuous service.



Time Off in Lieu (TOIL):

Equal to overtime worked to allow for rest and recuperation.



Welcome Pack for New Colleagues:

Package containing a mix of practical and fun products to welcome new colleagues to War Child.



Temporary Overseas Working:

Up to 4 weeks per annum to work from a location outside of the UK.



Volunteer Leave:

Up to four days paid leave per annum (pro rata) to participate in volunteering activities.



Cultural Benefits:

As a charity that works closely with the creative industry, we're delighted to offer our staff a number of **free** tickets to the best cultural events, including gigs, art exhibitions, private views and more! You'll also receive free membership to Tickets for Good who provide free and discounted tickets to even more live events.

WANT TO FIND OUT MORE?

For more information, please refer to the [HR Handbook](#) or talk to the **People & Culture Team**