



Mind, body and spirit
Active benefits to
support all our staff

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St Christopher's recognises that there are many factors which influence our sense of wellbeing, including a good work-life balance, feel a sense of achievement and contribution from their work, receive effective support, development and reward.

To demonstrate our ongoing commitment we provide an extensive range of body, spirit and mind benefits that actively supports the health and wellbeing of all our staff and volunteer. For more information, please contact the HR Directorate.

Emotional and mental wellbeing

As a Mindful Employer we have signed the Charter to confirm our commitment to supporting people suffering from mental health conditions and to seek to alleviate causes of work-related stress within the workforce, where possible. We therefore provide access to the following:

- Mindfulness and resilience training/support
- Regular Schwartz Round sessions
- Clinical supervision
- Carer's leave – up to five days paid leave for a very close relative
- Generous bereavement leave – up to 21 days paid leave for a very close relative
- Lone working support including escorts and/or paid-for taxis where applicable
- A 24/7 counselling and support helpline for help with issues like adoption, childcare, consumer issues, counselling, debt, domestic abuse, drugs/alcohol, family matters, finance, gambling, housing, legal matters, medical information, relationships, stress and work.

Digital effectiveness and digital balance

We recognise that technological advancements make it difficult for people to be 'off the clock' and we also recognise how frustrating IT systems can be at times. We therefore support staff to achieve the right digital balance and provide access to the following:

- Effective IT training and support to improve IT efficiency/time-saving tips
- 'The Vine' intranet – aimed at reducing the number of emails
- St Christopher's extranet remote access to support certain home working opportunities
- MyHR Portal for access to own personal information and facility to make annual leave requests
- No expectation of routine long-hours working
- Staff discount with the O2 network.





Connections and community

We recognise the value of connectivity within our organisation and externally and value the importance of giving individuals a voice, ensuring individuals are listened to and creating mechanisms for effective communication up, down and across the organisation. This includes:

- Staff Forum and Voices Forum – a formal mechanism to provide a voice from elected representatives across our staff and volunteer workforce
- Staff surveys to support staff engagement and give individuals an opportunity to tell us about how they feel
- The Staff Social Committee which supports annual celebratory activities such as the Staff Christmas Party and the Staff Summer Barbecue
- Opportunity to 'give back' by contributing to the charity, which ultimately supports the NHS and wider society
- Links to external organisations including Stonewall, Job Centre Plus, Age UK as well as having access to local police community support officers (PCSOs).

Financial wellbeing

We recognise that financial health is becoming more and more important for people generally; to support our staff we offer the following:

- Free legal support with Will preparation and writing for staff/volunteers and their spouses
- Enhanced maternity leave and childcare vouchers
- Three times salary life assurance for group pension members

Physical health

As a health and social care organisation we recognise that the physical demands on a number of our staff can be considerable. We therefore provide access to the following physical health support:

- Cycle to Work Scheme via our Payroll Department, enabling individuals to purchase a bicycle and all of the required safety equipment,
- Healthy eating with access to the Bistro for subsidised meals and hot drinks
- Yoga course (small charges apply)
- A Personalised Individual Fitness Training Programme (subject to availability) via our AHP Team
- Discounted memberships to local health-related organisations including Sydenham Tennis Club, High Elms Golf Club, Crystal Palace Sports Centre and other online discounts via www.staffbenefits.co.uk.



Purpose and growth

We recognise that individuals who have a sense of achievement and contribution will feel more connected with the organisation and are likely to have better job satisfaction during their time with us. To support this we provide access to the following:

- Staff and Volunteers Annual Values Awards
- Long service awards with £100 for 10 years' service, £250 for 25 years' service and £400 for 40 years' service
- Fantastic training and development opportunities up to and including Masters-level qualifications plus access to our in-house Leadership and Management Development Training Programme for middle to senior managers and supervisors
- Sabbatical arrangements (conditions apply)
- Secondment opportunities and rotational programmes with external partner organisations
- Access to a coach or mentor (depending on the role).

- Eyesight tests and a contribution of £45 towards VDU glasses
- Access to contributory pension schemes including Aegon and NHS Pensions (for existing members)
- Interest-free season ticket loan and a Refer a Friend Scheme to receive £350.

Through our insurance providers, Affinity Select, we are also able to offer:

- Health and Wellbeing Portal
- Home insurance – £15 M&S Voucher
- Pet insurance – 30% discount and four weeks free cover
- Life insurance – £50 M&S Voucher
- Critical illness insurance – £50 M&S Voucher
- Moving home – conveyancing scheme offer
- Mortgages - £25 M&S Voucher
- Equity release – £50 M&S Voucher
- Travel Club – free lounge passes
- Travel insurance – save 10% when you buy online.

More details of these can be found on The Vine.

StChristopher's More than just a hospice

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Bromley site

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