

A photograph of several hands of different skin tones reaching up and interlocking to form a circle, symbolizing unity and support.

**At Mencap,
we are more than
an employer and
you're more than
just an
employee**

Key benefits

- At least 32 days paid holiday including bank holidays (pro rata)
- Mencap sick pay after successful probation
- Paid compassionate, bereavement and dependents leave
- Enhanced paid parental leave
- Choice of pension schemes – membership includes life assurance
- Holiday buying options

Recognising what you do

- Peer to peer thank yous
- Monthly awards for individuals and teams
- Long service awards
- 'Refer a friend' bonus

Helping your money go further

- Interest-free tech and travel loans
- Access to financial wellbeing services
- Retail, cinema and other leisure discounts
- Blue light card access

Feel valued and included

- We are a values based employer committed to equity
- We want all colleagues to feel safe, included and that they belong at Mencap
- Our colleague network groups support those that identify with them
- Reasonable adjustments and workplace passports

Investing in your development

- Comprehensive induction programme
- Digital and in-person learning
- Opportunity to gain professional qualifications
- Regular one-to-ones and reviews

Focus on wellbeing

- Free access to 24/7 counselling and advice
- Free access to virtual GP clinic
- Mental health first aiders
- Discounted gym membership