



**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