



WAITS BENEFITS PACKAGE 2024

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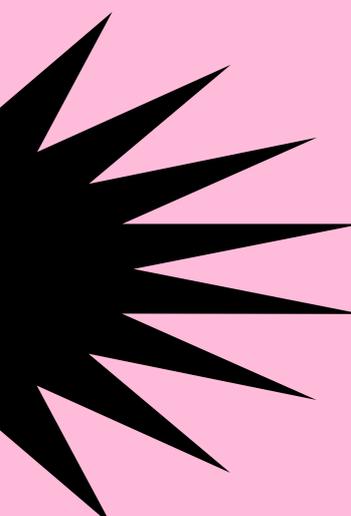
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NOT YOUR ORDINARY CHARITY



We prioritise the well-being of our dedicated staff members, recognising that their commitment to our mission is invaluable. Our new staff benefits package reflects our commitment to creating a supportive and nurturing work environment. By offering comprehensive healthcare coverage, flexible work schedules, and mental health resources, we aim to foster a workplace where employees feel cared for and valued. Investing in our team's well-being not only enhances their job satisfaction but also contributes to increased productivity and a positive organisational culture. We believe that supporting our staff's physical and mental health empowers them to better serve the community, ultimately advancing our mission to combat domestic abuse.

Women-centred

W

A

Accountable

Inclusive

I

T

Trust

Sustainable

S

We aim to ensure that WAITS is an attractive place to work with the right people in the right roles to achieve the business plan objectives.



WHAT WE VALUE

The things we believe in
that help make WAITS
extraordinary.

WORK-LIFE BALANCE

Achieving a healthy work-life balance is essential for our team. We value the well-being of our staff, promoting flexible schedules and encouraging time for personal pursuits. Recognising that a balanced life fosters productivity and job satisfaction, we prioritise creating an environment where individuals can thrive both personally and professionally.

PERSONAL & PROFESSIONAL GROWTH

We champion personal and professional development as key pillars of success. Through ongoing training programs, mentorship initiatives, and opportunities for skill enhancement, we empower our staff to grow both personally and in their careers.

INCREASED PRODUCTIVITY

As a direct result of our focus on personal and professional development, we witness a remarkable boost in overall productivity within our organisation. Empowered and skilled employees are more efficient, creative, and adaptable to evolving challenges. The investment in their growth does not only elevate individual performance but has also contributes to a collaborative and innovative work environment. The increased productivity translates into enhanced service delivery, enabling us to make a more substantial impact in our mission to combat domestic abuse.

WORK LIFE BALANCE

ANNUAL LEAVE

01.

The starting full time annual leave entitlement is 25 days, plus bank holidays (pro-rata for part time staff).

LENGTH OF SERVICE

02.

Once employees reach 2 years of service, they will be entitled to accrue 1 extra holiday day per year; capped at 3 additional days (28 days holiday in total) on reaching 5 years' service.



PAID SABBATICAL

03.

For senior leaders and managers, after a minimum of 7 years' service, we provide the opportunity to take a paid sabbatical up to 3 months (inc. one month holiday). Maximum of 2 x staff on sabbatical at one time. If they leave within 2 years of taking it, the time is to be paid back.

WELLBEING HOUR

04.

An hour a month dedicated time for staff to prioritise self-care and holistic wellness. During this hour, employees are encouraged to engage in activities that promote physical and mental well-being, such as exercise, mindfulness practices, or other self-care routines. The Wellbeing Hour provides a structured opportunity for employees to recharge, reducing stress.

MEDICASH HEALTHCARE

COVERING THE EVERYDAY ESSENTIALS...		CHILD COVER	
	Routine Dental Treatments	✓	£70
	Dental Accident and Injury	✗	£250
	Optical	✓	£70
QUICK DIAGNOSIS AND FASTER RECOVERY...			
	Specialist Consultations, Diagnostic Tests & Scans including CT, MRI and PET scans	✓	£200
	Best Doctors® InterConsultation™ Programme Visit www.medicash.org/bestdoctors or call 0345 565 1852	✓	✗
	Complementary Therapies covers physiotherapy, acupuncture, osteopathy and chiropractic treatments	✓	£160
	Alternative Therapies covers reflexology, reiki, Indian head massage, Bowen & Alexander technique, homeopathy, allergy testing and hypnotherapy	✓	£75
	Chiropody	✗	£50
TAKING A PREVENTATIVE APPROACH...			
	Prescriptions, Inoculations and Flu Jabs	✓	£20
	Health Screening	✗	£100

Nothing in life is more important than good health. That's why we want to help our staff to get easy access to prompt, high quality healthcare. By providing a Medicash health plan, we are making sure that health needs of staff are taken care of.

Health cash plans work by reimbursing employees for out-of-pocket healthcare costs as well as providing access to a range of other digital and healthcare services. All plans have a list of treatments and conditions that they will cover, and staff can claim back the cost of these items up to the annual limit within each category.

When you receive treatment you pay the cost of that service upfront and then submit your receipts, showing the costs you have incurred. This can be done via the My Medicash App or by using our online claim facility and uploading relevant receipts. You will then be reimbursed for the cost of the treatment, up to the limit specified in your policy.

Medicash health cash plans are affordable and offer a range of benefits, including a 24/7 mental health support helpline.

TRAINING DEVELOPMENT



YEARLY SAFEGUARDING Standard of Care

A comprehensive safeguarding program ensures that our staff stays current with the latest best practices, policies, and legal requirements related to safeguarding against domestic abuse. By investing in this yearly training, we empower our team to recognise, respond to, and prevent potential harm effectively.



DOMESTIC ABUSE TRAINING Evolving Expertise

This vital program equips our staff with the knowledge, skills, and sensitivity required to address the complexities of domestic abuse effectively. Through in-depth sessions covering identification, intervention, and support strategies, our team remains at the forefront of understanding and responding to the nuances of this critical issue.



REFLECTIVE PRACTICE SESSIONS & COACHING

Psychologically Informed Environment

Reflective Practice and Coaching Sessions for our team. This transformative tool encourages self-reflection and enhances the emotional intelligence of our staff. Through guided coaching, professionals gain insights into their interactions, fostering a deeper understanding of the psychological aspects within their work, in turn creating a resilient workforce.



WAITS BENEFITS 2023

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WAITS | women acting
in today's society