THE ENVIRONMENT PARTNERSHIP



Benefits Brochure

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Introduction

At TEP we are committed to not only providing a rewarding work environment but also support your wellbeing beyond the workplace. With this in mind, we offer a range of employee benefits to reward the valued members of our team.

We understand that each employee's journey is unique, and we are committed to providing flexible and inclusive benefits that cater to diverse lifestyles and circumstances. Your well-being is paramount to us, and we are committed to ensuring that you feel supported, valued, and empowered throughout your career with us.

In this brochure, you will find a range of benefits tailored to support you in various aspects of your life, from health and financial security to professional development and personal growth. Our aim is to empower you professionally and personally, fostering a culture of support, appreciation, and opportunity.

Whether you are seeking assistance with healthcare needs, planning for your future, or exploring opportunities for continuous learning, our benefits package is designed with your needs in mind. We encourage you to take full advantage of the offerings available to you to enhance your overall experience as part of our team.

Pension Scheme

TEP offers all employees access to our Group Personal Pension with ethical options. You will be automatically enrolled in the Pension Scheme after completing three months employment. TEP will contribute 7% towards your pension, providing you contribute at least 3% of your pensionable salary into the scheme. The pension offers you a wide choice of investment funds and you will receive advice at the time of joining. You will also have access to an online planning tool to help you manage your retirement savings.



Professional Subscriptions

TEP encourages all its staff to be actively engaged in their own professional development. Following successful completion of your probationary period, TEP will pay your subscription to an approved professional body such as:

- The Landscape Institute
- The Institute of Chartered Foresters
- Chartered Institute of Ecology and Environmental Management
- Institute of Environmental Management and Assessment
- Royal Town Planning Institute
- Royal Geographical Society



Flexible Working

TEP supports its colleagues to have a healthy work life balance with a range of initiatives overseen by our wellbeing team.

We operate a hybrid work policy with a general minimum of 40% time in the office to support collaboration and positive relationships. The arrangements are supported by your Team Managers and provide flexibility around working times and patterns to help manage commitments and pressures inside and outside of work.



Ride2Work Scheme

TEP has signed up to the Evans Cycles Ride2Work scheme. The scheme enables employees to obtain a new bike at around half the retail price and pay TEP back in monthly instalments.



Eye Health

Looking after your eyesight is important and can reduce the chances of you developing eye diseases or loss in vision. As part of TEP's commitment to your health and wellbeing, all TEP staff are eligible to receive free eye tests.

TEP has also partnered with Specsavers Opticians and will provide eye care vouchers, which cover the cost of an eyesight test and (where applicable) a contribution towards suitable glasses at Specsavers Opticians.



Volunteering Days

In support of our Corporate Social Responsibility commitment, TEP is continually looking at ways to engage with communities local to our places of work and off er our time, skills or expertise. Part of this commitment includes granting all TEP employees one day each year to participate in voluntary work. This can either be with one of the company's Community Partner Projects or for your own approved project.



Electric Vehicle Salary Sacrifice Scheme

TEP offers eligible employees access to an Electric Vehicle Salary Sacrifice Scheme in partnership with Octopus Electric Vehicles.

The scheme provides a convenient way to drive an electric vehicle, with payments made directly from your gross salary and a choice of new and pre-loved vehicles available. It can offer a cost-effective alternative to traditional vehicle ownership while making it easier to choose a lower-emission way to travel.

The scheme forms part of TEP's wider commitment to supporting our employees while reducing our environmental impact.



Low Carbon Loan

As part of our commitment to reduce carbon you will be eligible to apply for one of TEP's Low Carbon Loans, which includes public transport season tickets and towards an electric vehicle.

To help reduce the cost of commuting, TEP offers an interest-free loan, for the purchase of public transport season tickets. A season ticket is cheaper than individual fares and the interest-free loan means you can spread the cost over several monthly payments.

TEP can also offer an interest-free loan to contribute to the purchase of a privately-owned electric vehicle, or other items which facilitate an EV purchase such as charging point installation. Not only is electric cheaper than petrol and diesel, but it also reduces your CO^2 emissions and could even cut your running costs by eliminating your road tax.



Income Protection

Income protection insurance is available to all TEP employees and can offer financial support and peace of mind for staff members who become incapacitated and are unable to work due to illness or an accident.



Death in Service

TEP offers all staff members a Death in Service scheme. The amount of cover that will be provided is equal to 3 times your pensionable salary and will stay in force for the duration of your employment with TEP.



Help@hand

Help@hand is an award winning health and wellbeing platform that provides a holistic range of health and wellbeing services to staff and family members including:

• Unlimited mental health consultations

• Medical appointments including unlimited 24/7 remote GP appointments, physiotherapy and medical second opinions

• Cancer Assist Programme

• 360 Wellbeing Score — four short assessments to get key insights into employees' wellbeing and unlock 1-2-1 lifestyle coaching

• Financial and legal guidance

• Everyday savings and discounts

• On-demand wellbeing content and resources

• 1-2-1 personal training and nutritional consultations



Employee Assistance Programme

Our Employee Assistance Programme (EAP) offers free, confidential advice and support on a wide variety of life and work issues, including financial, legal and family concerns.
It also provides expert legal advice for employees on domestic issues such as wills and probate, debt and personal injury.

EAP offers advice on other matters including:

- Parenting
- Childcare
- Elder Care
- Bullying and Harassment
- Disability and Illness
- Careers
- Immigration
- Education
- Consumer Rights
- Workplace Issues



Annual Leave

As part of our approach to health and wellbeing, TEP understands the importance of taking time out of your daily routine, which is why we offer a long service award and Christmas shutdown.

Long Service Award

TEP recognises the commitment shown by our employees with a reward for long-service. Following five years of continuous service, TEP will award the equivalent of one week's annual leave. This is a one-off bonus, to be taken within 12 months of the award and then repeated for every 5 years' completed service thereafter.

Christmas Shutdown

It is TEP's normal practice to close between Christmas and New Year. This period of closure is included in your annual leave entitlement, enabling all staff to benefit from an extended break.



Team Socials

We believe that fostering strong relationships and a positive work culture is essential to our success. As well as professional development, TEP encourages team-working, which includes team and company-wide social events.

Team Social Budget

As part of TEP's plan to encourage people to get together for social events (in person or virtually), we happily provide each team with a social budget for team members to connect, unwind and have fun outside of their day-to-day tasks.

Christmas Party

During December, we like to end the year in style with the Annual TEP Christmas Party. The event typically starts in the afternoon and goes on in to the evening. With food, drinks and entertainment provided it is a great way to get together and celebrate the year.



Potty About Plants

We want to inspire everyone to learn more about the amazing diversity of British plant life and offer a bursary, known as Potty about Plants, to allow all our colleagues to connect with nature.

This can range from a personal allowance to connect with nature in many ways such as visiting a local attraction, purchasing plants or literature through to undertaking botanical training and external qualifications.



Continuous Professional Development

With longstanding IiP Gold status, we continue to invest in our people and their professional development throughout their careers.

From our early years consultancy academy right through to chartership and beyond, we will support your employment journey at TEP with a constant wide range of development activities suited to your skills and interests, helping you to thrive.



Get in Touch...

If you have any further questions regarding employee benefits please speak to Helen Ryan.

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