

Life and longevity

Family friendly policies

We have a number of family friendly policies such as Maternity leave, Parental leave and Adoption leave. Please refer to employee handbook for more information.

Employee assistance programme

We all need a little extra support from time to time. We've partnered with Bupa's Healthy Minds helpline which provides you with 24/7 access to a qualified counsellor. Call **0800 269 616** or request a pamphlet from Gemma.

Pension scheme

Your Scottish Widows pension offers you the chance to contribute 3, 4 or 5% (though you can pay in more) with corresponding contributions from the Foundation at 8, 10 and 13% respectively.

Life assurance

The Foundation offers a life assurance scheme to all employees that pays out 4 times your basic annual salary. If you have a qualifying dependent then you are entitled to a further 4x salary. Please ask HR for more information.



Working with you

Training budget allocation

We're committed to helping you achieve your career goals and feel confident at work. To help towards that, you're allocated a training budget each year. Speak to your Line Manager for more.

Flexible working

We appreciate that you have commitments outside of work so it's possible to request to work flexibly around our core hours of 10-4. If you would like to discuss a more formal arrangement then please speak to your line manager or a member of HR.

Employee discounts portal

You can access a raft of exciting discounts and offers as part of your employee benefits. Register using your work email address at myworklifesolutions.co.uk

For more information on any of our benefits, refer to your Employee Handbook or speak to Gemma or Megan in confidence.



Making work *work* for you

Your little guide to employee benefits at the Foundation



**LLOYDS BANK
FOUNDATION**

England & Wales

Beyond work

Annual leave

We all need to take time to decompress, so our 25 days of annual leave — increasing by a day for each year of service to a maximum of 30 days — is paired with the Foundations 'Gift' days for the extended Christmas/New Year closure. Not able to use all of your holiday? You can carry over 5 days (pro-rated for part time employees) to the following year.

Matched giving

As we're a charitable bunch at the Foundation, you can claim up to £1,000 for charities of your choice. Up to £500 is available for fundraising events as well as up to £500 for voluntary time given.

Employee volunteering scheme

As they say, volunteering is good for you, and for others. All employees are entitled to 2 paid days off per year to volunteer. Speak to your line manager for more information.



Taking care of you

Private medical insurance

For peace of mind we provide Aviva private medical insurance to all employees after 6 months and after probation. For an extra cost you can extend coverage to your family. Please speak to Megan or Gemma to find out how to sign up!

Eyesight tests

To encourage us all to take care of our eye health, we cover the cost of regular eye exams. If the Optician recommends glasses for use with screens, we'll contribute £50 towards the cost.

Flu vaccinations **NEW**

If you pay to receive the flu vaccination this winter, you can reimburse the cost through expenses.



Going places

Season ticket loans

Once you've completed probation you can apply for a season ticket loan to help travel in the most cost-effective way. This is then repaid in 11 monthly installments.

Cycle to work scheme

With our cycle to work scheme you can spread the cost of purchasing a bike over 12 months whilst saving on tax and NI.

Buzz card

With your Buzz card you can access all sorts of fantastic benefits including free bike rental and bike MOTs to class and restaurant discounts. If you've misplaced yours speak to Megan.

Away days

Twice a year we gather together as a Foundation to discuss our new strategies and policies, gather feedback from you and reconnect as a team.

