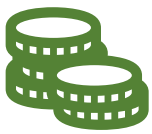
Welcome to your Benefits and Rewards Package



At Broadacres we understand that it's great people, providing great homes and great customer experiences across our rural communities that will help us achieve our vision of being **the best rural housing association in the country.**

Our great people are at the heart of this and to celebrate our Great People, we are proud to offer all colleagues options that are part of your colleague benefits package.

	A total reward platform offering great online discounts such as reloadable discounted gift cards and fantastic cashback offers from 100's of nationally recognised brands as well as fantastic benefits, it's definitely worth logging in and starting to make some great savings! The portal is accessible on your laptop, tablet or smart phone you can access these from this portal, anytime and anywhere.
	**Holidays** You'll get an extra day of annual leave for your birthdays totalling 32 (inc. bank holidays) pro rata (minimum) Annual leave also increases for every year of service up to 5 years totalling 37 days (inc bank hols) (minimum)
	**Agile working** Working in agile ways means we can offer great customer experiences and give you more flexibility about where, when, and how you work helping you get a better work / life balance. This means different things in different roles and your manager will be happy to talk about how this can work best for you.
	**Denplan** Denplan Membership is a simple monthly budgeting plan that guarantees you a place with your registered dentist. You can access this though the Broadacres Benefits and Rewards Platform.
	**Eye care vouchers** Our eye care vouchers mean you can drop in at your local Specsavers for a free eye test on us – we may also be able to help you with the cost of your glasses if you wear them for VDU use only.
	**Free flu jab vouchers** To help you keep healthy you can apply for a free flu voucher around September time.
	**Counselling service** This service is available 24/7, 365 days per year and is 100% confidential and completely free for you and your family.

	**Occupational Health** Helping to keep you healthy at work is important to us. If you would like to see an Occupational Health Nurse, then please contact your line manager or a member of the HR team who will make a referral for you.
	**Well person clinics** Our well person clinics offer you regular checks for blood pressure, cholesterol testing, blood sugar and BMI as well as general health advice on diet, nutrition, exercise and smoking cessation.
	**Money advice** For free confidential advice about money worries our money advice team are on hand to help.
	**Save as you earn with Darlington Credit Union** This scheme gives you a way of building up savings and provides access to low-cost loans should you need to borrow. Deducted direct from your pay each month, it is a great way to save for Christmas and holidays.
	**Give as you earn with Charities Aid Foundation** Payroll giving is a simple way to donate to any UK charity or charitable cause that you care about.
	**Pension Schemes** Depending on your circumstances we have a range of pensions that you can join. All pensions have life cover and ill health options too.
	**Long service awards** If you stay with us for a minimum of 5 years up to a maximum of 20 years, you'll be eligible for a long service award and invited to a celebratory event.
	**Colleague lottery** For £10 a year you'll be entered into our monthly draw and the chance to win between £10 to £30 – and even better, part of your £10 will be donated to the Broadacres designated charity of the year, with the balance given to the prizes.
	**Christmas voucher** Our Christmas thank you to all colleagues for another fantastic year.