

EMPLOYEE BENEFITS



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CREATING A POSITIVE EXPERIENCE FOR ALL

At EPIC we are dedicated to creating an employee experience and workplace environment that not only values the unique contributions of our team members but also prioritises their overall wellbeing.

As part of our commitment to our employees, we proudly offer a comprehensive range of benefits designed to enhance both personal and professional aspects of their lives.

We understand the dynamic nature of the workforce and the evolving needs of our employees. Therefore, we are committed to reviewing our benefits annually and involve our people in that review.

The most important thing for EPIC is that we hire the right people. The second most important thing is that everyone has a positive experience of everything they encounter with us. I want everyone to feel valued and appreciated and our suite of benefits is one of the many ways in which we can do that.

Tracey Johnson
Chief Executive Officer



NO PROBATION PERIOD

We are confident that we have appointed you based on your skills and your interview, so why should you prove yourself again with a probation period? We want to create a working environment based on trust and commitment, not uncertainty!



- ✓ No probation period, or probation meeting, just clarity on what is expected from you
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WORK-LIFE BALANCE

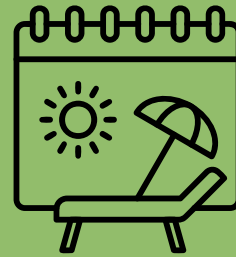
We understand the importance of work-life balance and the effect this can have on overall wellbeing. We encourage you to take ownership of the way you work as we believe you know how to get the best out of your own performance and productivity to deliver the best possible service to our tenants.



- ✓ Agile working framework
- ✓ Flexible working policy
- ✓ Flexible hours
- ✓ Home working

ANNUAL LEAVE

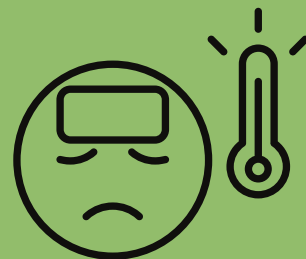
Taking time off each year isn't just a break – it's a vital investment in your wellbeing, reducing stress, boosting mental health, enhancing productivity, promoting work-life balance, and contributing to overall happiness and physical health.



- ✓ 28 days annual leave (pro-rata for part-time staff)
- ✓ Ability to purchase 5 days annual leave (pro-rata for part-time staff)
- ✓ Carry over 5 days of annual leave

WHEN YOU'RE NOT FEELING 100%

We understand there will be times where you are unable to work because you're unwell. Our processes and policies have been designed to not only support you to return to work when you are well but continue to support you upon your return.



- ✓ Occupational health assessments
- ✓ Employee Assistance Programme
- ✓ Mental Health First Aiders
- ✓ Less than 6 months service: Statutory Sick Pay
- ✓ Over 6 months service: 3 months full pay, 3 months half-pay
- ✓ Over 5 years' service: 4 months full pay, 4 months half-pay

ENHANCED FAMILY FRIENDLY POLICIES

We know that having a new child is an important and exciting time and we want to support you during this time. Families may choose to grow through various means including adoption or surrogacy, embracing diverse paths to parenthood. Our established processes and enhanced pay can help you along the way!



- ✓ Enhanced maternity and paternity pay
 - ✓ Parental leave and shared parental leave policies
 - ✓ Adoption and surrogacy policy
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FESTIVE CLOSURE

We celebrate the Christian festive period, recognising it is a special time for many of our employees and tenants alike. We close the office during the festive period so that you can spend time with your loved ones and reflect on your year, and the new year ahead.



- ✓ Full pay during the festive closure
 - ✓ No requirement to use annual leave for this period
 - ✓ Opportunities to take part in festive activities with the wider EPIC team
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EMPLOYEE ASSISTANCE PROGRAMME (EAP)

Our EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health, and general wellbeing including:



- ✓ Financial and legal advice
- ✓ Addiction and medical advice
- ✓ Relationship and bereavement counselling
- ✓ Stress and anxiety support
- ✓ CBT and counselling
- ✓ Tenancy and housing concerns

AND MUCH MORE!

- ✓ Long service awards
- ✓ Volunteering paid time off
- ✓ Learning and development
- ✓ Phased retirement
- ✓ Free parking, tea, and coffee
- ✓ Life insurance
- ✓ Flu jab payment
- ✓ Professional membership fee payment
- ✓ Pension contributions
- ✓ Housing Perks discount app
- ✓ Bring your dog to work day



WHAT OUR PEOPLE SAY

I honestly love working at EPIC. It's a great team - no two days are the same, the staff are friendly and approachable and the employee terms and benefits are way above and beyond those which have been offered anywhere I've ever worked before. Staff morale and well-being are at the forefront of EPIC's management's values and it's a brilliant environment to work in.

Clair, Executive Assistant

I like working at EPIC as social housing is a massive need in our city and EPIC are providing homes to the people most in need.

EPIC has a fantastic harmony inside the business – everyone works together for a common goal. There is an approachable hierarchy where all members of management are always about to chat to if needed.

The perks are great – pension, sick pay, good holidays, Christmas shut down etc.

Simon, Repairs and Voids Manager

I feel really lucky to be working at EPIC! The whole team is friendly and staff are made to feel valued for the work that they do.

Management are open and supportive, I feel trusted, my ideas are listened to and I am supported to do a good job.

There are lots of perks about working here but for me as a working Mum, the flexibility and agile working has been the most valuable.

Sophie, Employee Engagement and Communications Officer

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