



Holidays

Full time employees are entitled to 25 days holiday per year in addition to statutory bank holidays. This is pro rata for part time employees according to hours worked. For bank staff an additional 12.7% is added to your hourly salary as holiday pay.

Pension

The trust has a Westway Trust Group Personal Pension Scheme available for all employees, provided by Legal & General.

Sick Pay

In addition to statutory sick pay (SSP), the Trust operates its own limited occupational sick pay scheme for employees that have been confirmed in post. Bank staff are only entitled to SSP.

Maternity, Paternity and Adoption benefit

We run an occupational maternity, paternity and adoption scheme for staff who have been with the Trust for 2 years. Statutory maternity, paternity and adoption rights apply for staff with less than two years' service and bank staff.

Fitness Club Gym membership

Employees are entitled to free off peak membership at Westway Sports & Fitness Club. Off peak hours are Mon-Fri 6:30hrs to 16:00hrs and all day Sat and Sun.

Volunteers are entitled to free off peak membership at WS&F for as long as they are volunteering with us.

Sports Centre use

All employees are eligible for discounts on courses run by Westway Sports & Fitness and discounted or free use of the facilities. All employees are also eligible to receive 10% discount at Crush.

Season ticket & Bicycle loans

Employees may borrow the cost of an annual season ticket to get to work and pay it back interest free over 10 months. Interest free loans are also available for the purchase of bikes (terms and conditions apply) and we also operate a tax-efficient salary sacrifice scheme for the acquisition of a bike. Bank staff are not eligible for this benefit.

EdenRed Employee Benefits Platform

As a Westway Trust employee, you have access to this platform, so take advantage of the offers and discounts available at the popular retailers and service providers saving you money. You will need to set up an account using your Westway Trust's email address so their website can recognise you as an employee. www.myworklivesolutions.co.uk

Free eye test and glasses for VDU users

If you use a computer or display screen on a day-to-day basis, Westway Trust will pay for you to have an eye test at Specsavers. If your eye test shows you need glasses specifically for VDU use, you'll get them free too, up to the value of £45 or if you want, the £45 can be used towards an upgrade to other frame ranges.

Specsavers Eouchers are available to all new starters upon successful completion of their probation period and are available to current staff every 2 years.



Recommend a Friend

Up to £250 is up for grabs each time YOU refer someone to the Trust for employment once they have successfully passed their probation.

Income Protection Cover

If you are unable to work as a result of long-term illness or injury, the scheme is designed to provide you with an income in addition to any benefits provided through the State benefits system and our normal sickness and absence policy. This cover is available subject to you meeting the terms of the policy of insurance.

Group Life Scheme

This scheme provides a lump sum, free of inheritance tax, if you were to die whilst an employee of Westway Trust. Subject to qualifying terms and conditions, this cover can be up to four times your defined Salary.