

Clarion

Rewards

and Benefits



CLARION
HOUSING GROUP

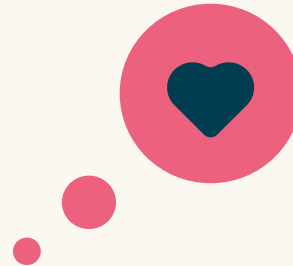
The world is evolving and the things that people value from an employer have changed.

That's why we've introduced a sector-leading benefits package for our colleagues.

Read on to see what makes our new T&Cs stand out.



Knowing that you're making a difference to our residents' lives is rewarding, but our roles offer much more than that. Here at Clarion, we're dedicated to rewarding hard work and commitment, and to providing benefits that support you and your lifestyle.



As a Clarion employee, these are just some of the great benefits you're entitled to:

- Annual Company Bonus Scheme
- Generous Pension Scheme
- Life Assurance cover to the equivalent of four times your salary
- Opportunity to apply for sponsorship for professional qualifications and job-related professional membership fees paid for a single membership
- Volunteering opportunities, including a dedicated day's paid leave per year to volunteer
- Free counselling and legal advice scheme for you and your family
- Interest free loans for season ticket and study leave
- Give As You Earn
- Eye care voucher scheme

Our commitment to equity and diversity means that we are keen to help you maintain a healthy work-life balance, including, but not limited to, hybrid working and a range of flexible working options.

Your Growth

Pension

You will be offered the opportunity to enroll in Clarion's Stakeholder Pension Scheme with Standard Life, shortly after you join Clarion.

We offer a matched contribution structure ranging from 4% up to 10% which you will pay into your pension through a monthly salary exchange.

In the weeks after your enrolment, you will receive a welcome pack from Standard

Life. The welcome pack will have include your individual plan details and allow you to access the member website where you can record further personal details (e.g. beneficiaries) and how to make investment changes.

You can change your pension contribution level at any time by emailing reward@clarionhg.com.

You can find out more information on our generous pension scheme [here](#).

Employee Contribution	Clarion Contribution	Total Contribution
4%	4%	8%
4.5%	4.5%	9%
5%	5%	10%
5.5%	5.5%	11%
6%	6%	12%
6.5%	6.5%	13%
7%	7%	14%
7.5%	7.5%	15%
8%	8%	16%
8.5%	8.5%	17%
9%	9%	18%
9.5%	9.5%	19%
10% or higher	10%	20%



Your Work-Life Balance

Holiday entitlement

Your initial paid holiday entitlement is 25 days per year, increasing to 33 days with 30 years of service.


In addition to your paid annual holiday and paid public holidays, we also offer a Holiday Trading scheme allowing you to buy and sell up to five days (and up to 10 days with your Director's approval).





Length of service	Annual leave entitlement
Under 12 months	25 days
One year	26 days
Two years	28 days
Three years	30 days
10 years	31 days
20 years	32 days
30 years	33 days




We also offer:

 **Wellbeing Day:**
One day of paid leave per year (to be taken within your birthday month).

 **Life Event Leave:**
Flexible pot of five days paid leave per year to cover life eventualities and significant personal situations.

 **Volunteering Day:**
One day of paid leave per year to volunteer.

 **Compassionate & Parental Bereavement Leave:**
Up to 10 days paid leave per qualifying event.

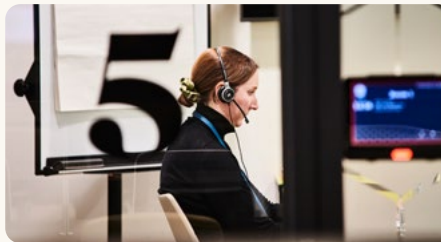
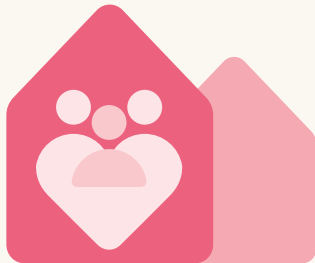
Your Health & Wellbeing

Sick-pay

We know that illness can put significant financial strain on individuals and their families, especially in the current economic environment.

We offer occupational sick pay that increases with your length of service up to six months at full pay and six months at half pay after six years continuous service.

Length of service	Amount of sick pay
Six months	One month at full pay and one month at half pay
Two years	Two months at full pay and two months at half pay
Three years	Three months at full pay and three months at half pay
Four years	Four months at full pay and four months at half pay
Five years	Five months at full pay and five months at half pay
Six years	Six months at full pay and six months at half pay



We also provide:

- £ Life Assurance cover to the equivalent of four times your salary.
- 👤 Access to our Employee Assistance Programme, Health Assured, which includes access to free counselling, legal information, bereavement support and more.
- 👁️ Our Eye Care Voucher Scheme provides eligible colleagues with a full eye examination at Specsavers Opticians and, if needed, contribution towards frame ranges or lens options.

Your Family

We offer sector leading maternity, paternity adoption, surrogacy and shared parental leave, including fertility and fostering leave, all of which will be available to you from your first day of employment (subject to eligibility).

Maternity

13 weeks full pay.
13 weeks half pay + Statutory Maternity Pay (SMP).
13 weeks SMP.
+ Four week phased return to work at full pay.

Adoption and Surrogacy

13 weeks full pay.
13 weeks half pay + Statutory Adoption Pay (SAP).
13 weeks SAP only.
+ Four week phased return to work at full pay.

Shared Parental

13 weeks full pay.
13 weeks half pay + Statutory Shared Parental Pay (ShPP).
13 weeks ShPP only.
+ Four week phased return to work at full pay.

Paternity

Four weeks Paternity leave at full pay.

Fertility leave

Up to five days paid leave per treatment cycle, for up to three cycles for both partners.

Fostering leave

Up to five days paid leave per placement.



Work Anniversary Recognition & Rewards

Additions

Our employee discounts scheme called Additions 365 offers deals and discounts with a wide range of participating retailers. They cover high street vouchers, online discounts, travel, meals, days out and much more.

Because we know everyone is different, our Additions Scheme provides flexible benefits that can be tailored to suit your needs. We give you an allowance equivalent

to 1% of your salary to spend on your selected benefits. Additions allows you to create a flexible benefits package to suit you and your lifestyle by choosing from a range of benefits, including but not limited to dental insurance, cycle to work, Tastecard membership, and a health cash plan.

Shortly after you join, we will send you your Additions login details so you can find out more about the scheme and make your selections.

In addition to the other benefits that enhance in line with service such as annual leave and sick pay entitlements, we reward long service work anniversaries as follows:

Length of service	Reward
One year	A gift from a variety of awards such as technology, dining and leisure breaks.
Five years	A gift from a variety of awards such as technology, dining and leisure breaks.
10 years	£500 cash award.
20 years	£750 cash award.
30 years	£1,000 cash award.



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