

Employee Benefits

As a Christian charity we appreciate and want to honour our employees, therefore, on top of financial reward we offer the following great benefits:



CHRISTIAN COMMUNITY

We are a distinctly Christian team - everyone who works for us has a Christian faith. We express our faith corporately (daily devotions and times of retreat and prayer) and in small groups (prayer triplets) as well as turning our day-to-day work and decisions to the Lord. Our Christian values form the basis of how we work and treat each other.



WELLBEING

We are committed to supporting you, offering resources and opportunities to nurture your spiritual growth, mental peace, and physical health. Together, we strive to create a workplace where you can flourish and fulfil your God-given potential.



LEARNING & DEVELOPMENT

We are fully committed to your continuing professional development through a variety of means, including certified qualifications, in-house training, access to books and other resources, as well as 1-2-1's with our learning and development specialist. We will pay your membership to the professional body relating to your role.



ENHANCED MATERNITY/PATERNITY

We honour the gift of family and the journey of parenthood. Our enhanced maternity pay reflects our commitment to supporting you during this special time, providing financial stability and peace of mind as you welcome your new blessing into the world.



LIVING WAGE EMPLOYER

We seek to pay a fair rate for the role which is being performed and are accredited members of the Oxfordshire Living Wage Foundation.



ANNUAL LEAVE

We offer much more than the statutory amount of annual leave. In addition to 25 days annual leave and 8 days public holidays per year (pro-rata for part-timers), the 3 days between Christmas and New Year are usually gifted as well. In total, you can receive up to 36 days paid leave!



HEALTH CARE

We offer membership to a private health scheme from day one, at a subsidised cost. There are also options for family members to join at additional cost to you. Full information about the scheme can be found at simplyhealth.co.uk.



PENSION

We pay much more than the minimum employer pension contribution - we pay 5.5%, you pay 2.5% by salary sacrifice, i.e. from your salary before tax is applied. You're enrolled within three months but can join from day one - or choose to opt out.



LIFE COVER

In the event of your death, your beneficiaries will receive a sum equating to three times your annual salary. Your pension value will also be inherited by your estate.



CYCLE TO WORK SCHEME

Joining this scheme allows you to acquire a bike (and associated equipment) tax-free and repay the cost over an agreed time frame. Terms and conditions apply.



ELECTRIC VEHICLE SCHEME

Joining this scheme allows you to get a new, fully maintained, and insured company car with low or zero tailpipe emissions. Terms and conditions apply.



MILEAGE

We offer 45p per mile for work mileage. (9p per mile for vehicles in the EV Scheme)



FLEXIBLE WORKING

We value work-life balance and understand the importance of flexibility. Our flexible working options are designed to support your personal and family commitments, helping you to balance your professional responsibilities with your spiritual and personal life, in a way that honours your God-given calling.



FREE

Free on-site parking makes for a hassle-free start to the day, free drinks are always on tap – and various snacks are usually on offer!

If you have any questions or would like further information, please contact the People & Culture team: hadmin@opendoorsuk.org