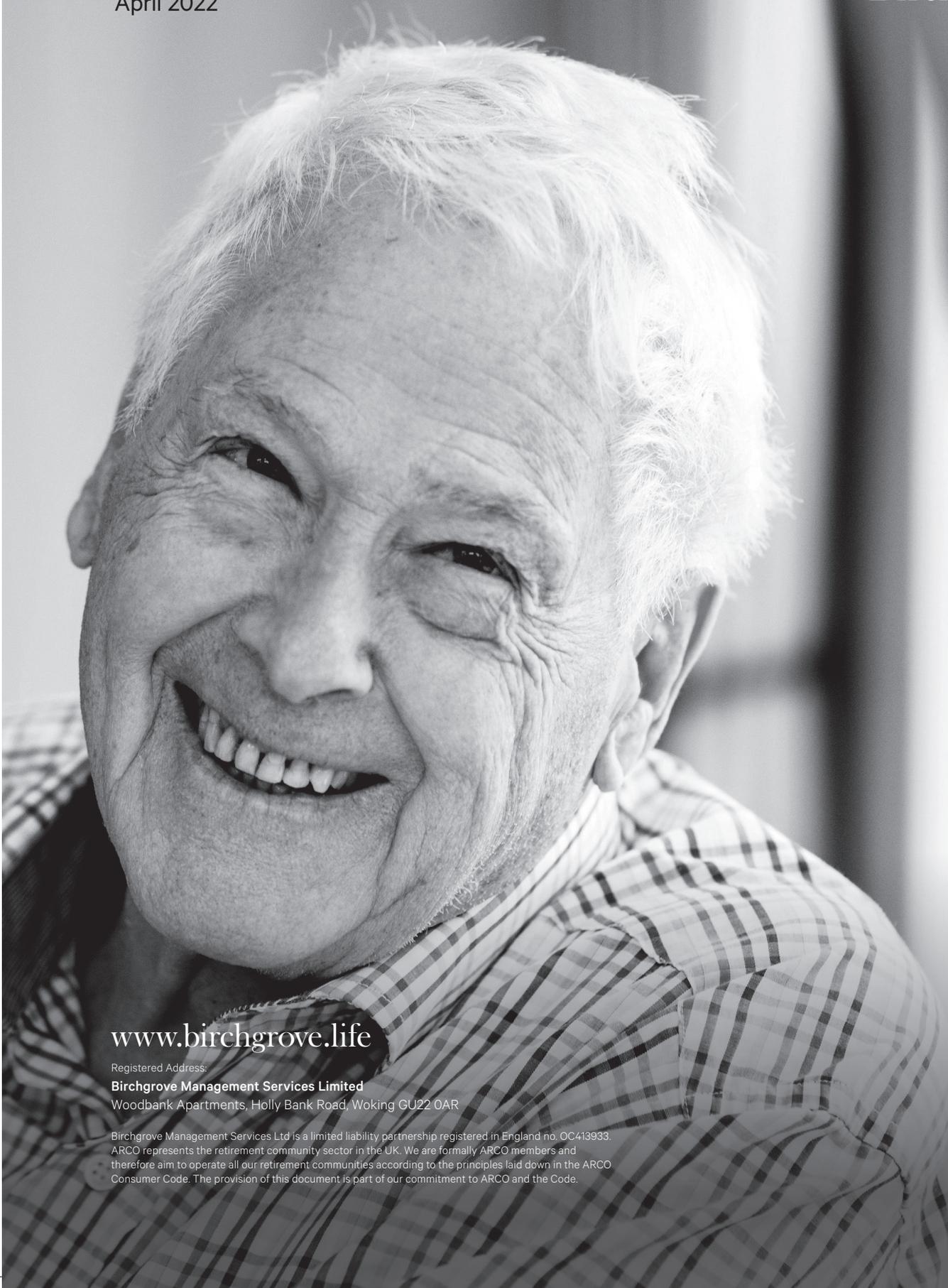


Staff benefits

April 2022



www.birchgrove.life

Registered Address:

Birchgrove Management Services Limited

Woodbank Apartments, Holly Bank Road, Woking GU22 0AR

Birchgrove Management Services Ltd is a limited liability partnership registered in England no. OC413933. ARCO represents the retirement community sector in the UK. We are formally ARCO members and therefore aim to operate all our retirement communities according to the principles laid down in the ARCO Consumer Code. The provision of this document is part of our commitment to ARCO and the Code.



Working at Birchgrove has many benefits.

Not only do you get to work with some amazing people who live in our retirement communities, you also work alongside a broad range of people, all having varied skills, knowledge and expertise and coming together to provide exceptional service to all who live, visit and work for Birchgrove. But the rewards and benefits are not just the ones you feel by being part of the team, they are also tangible and practical to make sure that you also benefit from the Birchgrove effect.

Here is a list of just some of the benefits we currently offer:



Caboodle staff benefit scheme

Well where do we start! From a health plan, various salary sacrifice schemes (including save for Christmas), discounts for shops and restaurants and access to a private counsellor. This benefit scheme has so much to offer it's worth taking a look to find out more.



Happy Birthday

To make your birthday that much more special you get half a day off. You can either come in late or go home early. If you're working a shift this is reduced to 4 hours so that you can enjoy your special day however you choose.



Free breakfast and lunch

Start your day right with a healthy breakfast provided by the on-site chef. And for those working a full shift you'll also get a free lunch.



8hrs counselling free

Need someone to talk to? Birchgrove provide all employees with the opportunity, should they wish, to talk to a trained counsellor for up to eight hours on the telephone each year.



Supporting you to give back to your local community

You can get 2 days a year paid to volunteer for a charity project of your choosing.



Onsite gym at each development

Keeping fit – good for the body, good for the soul and good for the mind. Use our onsite gym to keep yourself in good shape, fit and healthy.



Cycle to work scheme

And if you want to get on the saddle, take advantage of our cycle to work scheme.



Staff recognition and awards

Our staff recognition and awards scheme offers a quarterly prize worth £200.

Learning and development

We are just as committed to your career as you are. Alongside government initiatives for funded training, we contribute to various learning programmes to help you develop and improve your skills. This could include 12- and 24-month workplace learning programmes, to recognised qualifications.



Mental health and wellbeing

We all know how important our mental health and wellbeing is for healthy and happy lives. For everyone in management positions we provide mental health first aider training to support you in your role and the support you give to your team.



Growing strong teams

Because the 'whole is greater than the sum of the parts!' We organise regular team building events to help everyone feel connected and part of the Birchgrove family.



For more information about any of the above staff benefits, please see the Staff Handbook or speak to your line manager.

Coming soon... Payroll Giving

If you support a charity and want to do so in the most tax efficient way, we'll soon be introducing a new charitable giving scheme through the payroll process. This will not only benefit you but the charity you support!