

Benefits and Rewards:

EAAA is committed to providing a diverse range of staff benefits across the Charity. Our offerings provide support in the areas of physical, mental, and financial wellbeing. In addition, we offer a supportive and enabling environment that promotes a culture of professional training and development.

Family and Work-Life Balance.

EAAA recognises the importance of a healthy work-life balance and is committed to providing a range of working arrangements which enable employees to balance their working lives with other priorities. We offer a number of benefits to support 'finding the balance.' These include:

Annual leave

A generous annual leave entitlement upon appointment (25 days), rising after five years continuous service. Staff can also purchase the equivalent of an additional weeks leave if they wish.

Hybrid working

Ground based EAAA staff have the option to work flexibly based on a hybrid model of 60% of the working week based on site and 40% working from home. Staff have the autonomy and flexibility to manage their working days/weeks based on this hybrid approach and the needs of their role.

Work patterns

EAAA encourages staff to talk flexibly in terms of working patterns, where these can be supported operationally. We recognise the importance and value in supporting staff to work flexibly - well designed flexible working can increase employee wellbeing by reducing work/life conflict.

Other paid leave

To support all employees, EAAA offers a number of family friendly provisions in excess of paid statutory entitlements. These include maternity, paternity/partner, shared parental, adoption leave and fertility treatment leave.

Health and Wellbeing.

To support the health and wellbeing of all our staff we offer a range of benefits. These are supported by a number of initiatives delivered throughout the year, such as wellbeing workshops, to ensure that staff wellbeing continues to be at the forefront of the employee experience.

Membership of Health Care Cash Plan

All staff are enrolled automatically into the scheme when joining. The scheme allows members to reclaim for costs (subject to annual limits) of treatments such as physiotherapy, optical and dental appointments, diagnostic consultations, and access 24/7 to speak to a GP or Counsellor for support with both personal and professional issues.

Wellbeing Days

To support any member of staff, who, may be feeling overwhelmed, anxious or in low mood EAAA has wellbeing days available. These are up to two paid days per leave year, where an employee can take some time to collect their thoughts and attend to their own mental wellbeing.

Wellbeing sessions

These are delivered throughout the year on a range of topics, including guest speakers that are invited to talk to staff about their lived experiences. Recent workshops have included advice and support in relation to financial wellbeing, money management, relaxation techniques and living with ADHD.

On site Gym (Cambridge and Norwich)

This is provided for all staff to use free of charge.

ExtrAAAs

We offer a benefit scheme that is free to join and provides access to all staff on discounts and cashback at 800+ retailers.

Volunteer Days

EAAA offers employees 1 paid day's leave to volunteer their time for a charitable cause, in the local communities that we serve. Not only is this our way of giving back to our local community and increasing connectivity with the voluntary sector, but this also provides staff with the benefit to support issues they feel passionate about.

Professional Training and Development.

EAAA is committed to delivering outstanding care to the community and the investment and development of our staff are central to this, through our approach to continuous development.

EAAA also supports ongoing professional development via attainment of specific industry recognised qualifications by staff. Study leave is also provided.

In addition to the above, EAAA offers training and/or awareness programmes to all staff in range of topics. Recent examples include:

- Transgender Awareness Training – delivered by Norfolk LGBT+ Partnership.
- Emergency at Work First Aid and CPR/Defib training offered to all staff delivered by our Community CPR team at EAAA.

Our Culture and Values.

We operate with total patient focus. This is best encapsulated through our staff days, where we gather centrally throughout the year to share successes and hear directly from patients on how our work has made a difference to them and their families.

EAAA is an organisation that cares for its staff, its patients, its volunteers, its donors, the environment and the community it serves.

Find out more about our culture and values here: <https://www.eaaa.org.uk/careers>