

# Ara 2023 Employee Value Proposition

Welcome to the 2023 Ara Employee Value Proposition (EVP). Our EVP describes the set of benefits that we offer employees in return for the skills, experience and qualities that they bring to the charity.

At Ara, we want to offer more than just a good salary. We want to be employers of choice, recognised for providing an excellent and inclusive culture, development opportunities and training, support through challenging work, and much more.

Please take a look these are our benefits. If you have any questions, please contact one of the Senior Management Team.



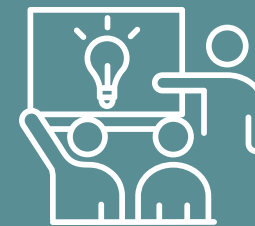
## Reward and Recognition

- Keep salaries and terms & conditions in the top quartile – we pay more for the best people
- Pension Scheme
- Life Insurance for all staff 3x Salary
- Free to access 365 /24 Hr Employee Assistance Program for employees and those family members at the same address - 0800 371 540
  - General information service
  - Medical information service
  - Financial guidance, debt enquiries, and legal enquiries
- Comprehensive Sick Pay Scheme
- Free eye tests
- Up to 32 days annual leave (excluding bank holidays)
- Additional Half day holidays for Christmas Eve and New Years Eve
- Enhanced maternity pay
- 35 hour working week



## Development

- Comprehensive training
- As a priority new role opportunities are advertised internally
- Informal learning through partners to compliment formal training
- Talent management and opportunities for advancement
- Appropriate professional fees paid
- Developing leadership capability for future managers through training & mentoring
- Access to Occupational health services
- Value-based appraisals that focus in ambition & talent management



## Culture

- Ara's ethos to be based upon a healthy work-life balance and employee well-being
- Options for hybrid working
- Regular staff roadshows
- Annual employee surveys and 'You Said We Did' feedback
- Learning cycle – opportunity to learn from all parts of the organisation
- Access to free counselling for home-related matters
- Access to free counselling for work issues
- Protected time for regular supervisions
- Reflective Practice/Clinical Supervision when appropriate
- Employees are empowered to make their own decisions, to take risks without consequences, and rewarded for their creativity
- Meaningful and fulfilling work that make a real difference to some of the most vulnerable people in our society



## Values

- Organisation with clear purpose & values
- A values-driven, forward thinking charity, that strives for equality, diversity and inclusion
- Proud to be a Living Wage Foundation Accredited employer
- A commitment to employee well-being through emotional support, supervision, and reflective practice
- Staff input to Ara's success encouraged
- Regular two-way communication between management and employees
- Rewarding staff who embody and demonstrate Ara values in their working life