

Colleague Benefits

(updated 20th July 2026)

Benefits are offered to support YLCAN's employees and are provided on a discretionary basis. From time to time, they may be updated or changed to reflect affordability, best value for the organisation, and developments in the wider benefits landscape, with any changes communicated to colleagues in a timely and transparent way.

Pay, Reward and Discounts

- YLCAN pays at least the London Real Living Wage. Roles are evaluated and placed on an externally benchmarked graded pay scale. Annual cost of living adjustments are applied to the pay scale as a general pay award, subject to affordability.
- Each grade includes pay steps aligned to performance (assessed in line with the performance and development review cycle).
- Blue Light Card eligibility for YLCAN employees (£5 fee for 2 years)
[Blue Light Card | Discounts for NHS & Emergency Services](#)

Time Off in Lieu (TOIL)

- Additional hours worked **with prior agreement from your line manager** may be taken back as TOIL and used within 8 weeks of accrual.

Overtime & Bank Holidays

- Overtime is paid at your basic rate of pay.
- If you work a bank holiday, you receive a day's annual leave in lieu.
- If you work on Christmas Day, Boxing Day or New Year's Day you receive **either** one day's annual leave **or** double pay.
- If you work on New Year's Eve between 9pm and midnight, you receive double pay for those hours only.

Season Ticket Loan

- Subject to eligibility
- Available after successful completion of your probationary period.
- Interest-free, repaid via monthly salary deductions.

Cycle to Work Scheme

- Subject to eligibility
- Available after successful completion of your probationary period
- Interest-free, repaid via monthly salary exchange scheme

Pension (NEST)

- The Organisation operates the NEST Workplace Pension Scheme. Eligible employees will be automatically enrolled in accordance with pension auto-enrolment legislation and scheme rules. Employees may opt out in accordance with the scheme rules and may be re-enrolled periodically where required by law.
- You can view contributions and make additional payments via your personal pension account.

Annual Leave

Length of Service	Annual Leave
1–3 years	25 days + 8 bank holidays
3–5 years	Employees who reach their three-year service anniversary within the annual leave year (April to March) will be entitled to 28 days' annual leave (full-time equivalent) for that leave year onwards + 8 bank holidays
5+ years	Employees who reach their five-year service anniversary within the annual leave year (April to March) will be entitled to 30 days' annual leave (full-time equivalent) for that leave year onwards, + 8 bank holidays.

- You may carry over up to 5 days (or a week's worth of your contractual hours if you are part-time) with your manager's approval.
- You may also request up to 5 days' unpaid leave per year with your manager's approval.

Birthday Leave

- 1 day's paid leave (non-accruing) to be taken within the week of your birthday.

Sick Pay (pro-rated for part-time colleagues)

Service	Sick Pay
Probation	Statutory Sick Pay
After Probation (normally month 4) to 12 months	2 weeks
Years 2–3	3 weeks
Year 4	4 weeks
Year 5+	8 weeks

Learning & Development

- Comprehensive induction and blended learning (online, classroom, coaching & mentoring).
- Professional Qualifications & Training Policy supports sponsorship for qualifications/specialist training.
- Development needs are identified via one-to-ones and team planning.

Health, Wellbeing & Counselling

- Access to an Employee Assistance Programme (EAP) through the YMCA – WeCare which includes access to advice, GP access and resources and information to support you
- Regular wellbeing events and communications; wellbeing courses available in the LMS.
- Access to counselling by request to the People and Culture Team
- Team of Mental Health First Aiders

Spiritual Support and Guidance for Colleagues

- Local curates provides opportunities for colleagues to get to know one another and to understand the support provided for both staff and residents.
- Welcoming format:
 - Light lunch
 - A relaxed, informal space for open conversation
 - A short, guided reflection to close each session
- Wellbeing walks in the summer months
- Bible study sessions in the local church or on site where appropriate.

Family-Friendly Policies

- Maternity/Adoption/Second Parent (under 2 years): 6 weeks at 90% + 33 weeks SMP.
- Maternity/Adoption/Second Parent (over 2 years): additional 6 weeks at 90%; repayable if not returning for 6 months (reduces proportionately).
- Paternity & Second Parent Leave: up to 2 weeks (together or two separate 1-week blocks) within 52 weeks; Statutory Paternity Pay for eligible colleagues.

Childcare (Harringay Club)

- 50% discount on childcare services (subject to unused spaces), capped at £300 per year, including after-school clubs, gym and other activities.

Death in Service

- 2x final salary life cover during employment at YLCAN.

Long Service Awards (summary)

- 5 years: £50 gift card + organisation-wide recognition.
- 10 years: 50% of 4 weeks' salary or 1-month paid sabbatical (pro-rata) + organisation-wide recognition.

- 15 years: Director letter + £50 gift card + organisation-wide recognition.
- 20 years: 50% of 8 weeks' salary or 8-week paid sabbatical (pro-rata) + team celebration + organisation-wide recognition.
- 25 years: CEO letter + £50 gift card + team celebration + organisation-wide recognition.
- 30 years: 50% of 8 weeks' salary or 8-week paid sabbatical (pro-rata) + team celebration + organisation-wide recognition.