

Colleague Benefits

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.
- Each grade includes pay steps aligned to performance (assessed in the end-of-year appraisal).
- 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

- Available after successful completion of your probation.
- Interest-free, repaid via monthly salary deductions.

Pension (NEST)

- Automatic enrolment after 3 months' service into NEST.
- 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	28 days + 8 bank holidays
5+ years	30 days + 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 (pro-rated for part-time colleagues and 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
7–12 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

- 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, ballet and other activities.

Death in Service

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

Long Service Awards (summary)

- £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.