Employee Benefits

*Please note that the following benefits are subject to employees meeting terms and conditions described in Synchronicity Earth’s policy documents.*

**FINANCIAL**

**Pension**
Synchronicity Earth contributes 6% of an employee’s basic annual salary to their pension (this is 3% above the statutory minimum). We offer enhanced pension contributions in addition to the 6% based on the number of years served.

**Life Assurance Scheme**
Whilst employed by Synchronicity Earth a lump sum based on three times the employee’s basic annual salary will be payable in the event of their death.

**Travel Loan Assistance**
Employees may utilise a loan from Synchronicity Earth to purchase a season ticket for public transport.

**WORK & LIFESTYLE**

**Annual Leave**
All employees are entitled to 25 days annual leave (Full Time Equivalent) in additional to UK Bank Holidays. An additional discretionary three days annual leave are given to all staff between Christmas and New Year.

**Compassionate Leave**
Synchronicity Earth offers paid time off on compassionate grounds to assist employees in the event of sudden, unplanned domestic upheaval.

**Hybrid-working**
Synchronicity Earth operates a hybrid-working policy in which employees can balance remote and in-office working. We require all staff to work a minimum of 2-days in the office (this is at the discretion of the Line Manager and is role dependant).

**Enhanced Parental Leave**
Synchronicity Earth offers enhanced maternity, paternity, adoption/surrogacy, and shared parental leave in addition to the statutory requirements.
HEALTH & WELLBEING

Enhanced Sick Pay
Synchronicity Earth has a sickness benefit scheme to ensure that employees receive support when sick. For the first month the employee will receive full pay, for the next 2-6 months the employee will receive two-thirds of their salary.

Employee Assistance Programme
Employees have access to a 24-hour confidential helpline which offers support across a vast variety of non-work related issues. Employees are also entitled to counselling sessions if required.

CAREER DEVELOPMENT

Volunteer Days
Employees may take an additional 2 days off to volunteer for community organisations and other charities.

Training
We are a collaborative and supportive team, and we want to help our employees develop skills following their interests. Each team has a training budget to allow staff to attend courses and workshops to further their skills.

Internal opportunities
As well as developing skills specifically related to the role as described in the job description, we want to provide opportunities for people to:

- Build their professional networks;
- Learn about how they could be involved with other teams and tasks that could expand their skillset; and
- Become involved with and/or lead our organisational working groups which discuss cross-team challenges such as Reimagining Philanthropy; Equity, Diversity, and Inclusion; and Youth Engagement.