



**LITTLE BOOK
OF BENEFITS**

As a creative and supportive agency, it is important to us that our staff are well looked after, both at work and at play. That's why we have a really great selection of benefits on offer. There's something for everyone, so read on and take your pick!



HAPPY HOLIDAYS!

Take a long relaxing beach holiday, or a more active skiing retreat - whatever you choose, as a permanent employee you're entitled to 22 days' annual leave per holiday year. And if you stay with us for 2 years, it goes up to 24 days, stay for 3 years and you'll get 25 days' annual leave, all in addition to Bank Holidays of course.



PREPARE FOR YOUR LONG-TERM FUTURE

After three months at We are Futures, you'll be enrolled onto our pension scheme, with contributions increasing the longer you stay, to help you enjoy a long, happy retirement (even though that seems years away!).

MAMAS AND PAPAS

Get the time you deserve to spend with your little bundle of joy. Naturally, we provide statutory maternity and paternity pay, but we also offer enhanced packages depending on the amount of time you've been with us, including extra pay while on leave and return-to-work bonuses.

SOMETHING FOR THE KIDS

And once the little ones come along all permanent employees can benefit from a childcare voucher scheme to help you financially. With childcare vouchers you can save £££'s per year giving you more to invest in their future.

STAY FLEXIBLE

No, we don't mean yoga! Instead, you get to be flexible with your time - do 8am-4:30pm, or 10am-6:30pm, or anywhere in between - whatever suits you and your life beyond work.

STAY FIT...

£300 per year towards healthcare expenses of your choice? Yes please! On passing your probation you can claim back £300 pro rata per financial year towards gym membership, exercise classes, physio, tennis lessons, horse-riding, rhythm gymnastics - whatever it is you do to keep fit!

...AND STAY HEALTHY

After one year of employment, you could choose to swap your £300 healthcare contributions to join our health insurance programme. And don't forget to keep those peepers tip-top with a free standard eye test every two years you're with us, and we'll put £30 towards a pair of glasses should you need them.



ON YER BIKE!

All permanent employees are eligible to take part in the Cycle to Work Scheme - a way for you to purchase a bike, completely tax-free. You could save between 25-40% on a brand-new bike!

GIVE SOMETHING BACK

Want to take a day to volunteer for a charity? Every permanent member of staff is entitled to a day out of the office to do some charity work. Choose something close to your heart or choose to support our nominated charity Barnardo's.



PERSONAL ENRICHMENT TRAINING DAY

Want to learn a new skill? Or develop an existing one? From creative writing to coding to oil painting - take one paid day a year to learn a skill of your choice to enhance the usual agency training. Convince us it will be of use and it's yours!

GO FURTHER...

Permanent employees can borrow up to a whopping £1,000 to put towards flights to your next holiday destination, a season ticket for your daily travel, or a parking space. Yes, really! And it's interest free! You'll pay it back through your salary pro-rata over 6-12 months. The Caribbean anyone?

RECOMMEND A FRIEND

If you are a permanent employee who recommends a candidate who gets the job and completes their probation, you are entitled to a £500 introductory bonus.



SUPER SABBATICAL!

We all have a bucket list! Permanent employees can take advantage of a three, six or even a whopping 12-month sabbatical, length of service dependent. So, there is no excuse not to fulfil those life-enhancing experiences. Tandem sky diving anyone?

AN EXTRA LITTLE GIFT FROM US...

Every year, during the Christmas week, everyone is given an extra day off, in addition to their annual leave. This is decided with plenty of time for you to plan whether to have a duvet day or take a winter day trip!



IT'S ON THE HOUSE

Every Friday, drinks and nibbles are provided on the house. Have a glass of wine or a beer - the weekend starts here! And to start the week on a healthy note we have fresh fruit delivered every Monday. Be quick though - the bananas are popular!

HOW CAN I GET IN ON THE ACTION?

Easy! Come and see our People & HR team for full details on any of our benefits.