



STREET
LEAGUE

STREET LIFE

YOUR PASSION OUR PURPOSE



"I WOULDN'T BE WHERE I AM
TODAY IF IT WASN'T FOR STREET
LEAGUE."

INTRODUCTION

Welcome to Street League, where we believe in more than just work — we believe in empowering lives. As a valued member of our dedicated team, we are excited to present "Street Life: Your Benefits at Street League", a comprehensive guide to the support and opportunities that make up your employee benefits package.



At Street League, we understand that our strength lies in the well-being, support, and development of our incredible team. This booklet serves as your compass, navigating the various aspects of your benefits with us. Whether you're seeking information on health, support, family life, or personal development, you'll find a wealth of resources designed to enhance every aspect of your life.

This is not just about the perks; it's about creating a thriving community where each member feels valued, supported, and inspired to achieve their best.

Your journey at Street League is not just about the work you do but also about the life you lead. We invite you to explore "Street Life" and discover how we are committed to enhancing your well-being.

We support you to ensure that Street League remains a quality service provider and employer of choice.

Thank you for being a vital part of Street League.

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HEALTH

CRITICAL ILLNESS COVER

This benefit will cover employees who have long-term, serious illnesses.

All employees are entitled to cover for up to one year's annual salary on the day before the critical illness event. There is no qualifying period for this category as cover starts immediately on the first day of employment and ceases at age 70 or if a person leaves Street League.

For more information please click [here](#) to find out what's covered should you need to use this.



GROUP LIFE INSURANCE

This benefit entitles our employees to a lump sum to the selected beneficiaries on the death of the employee.

Depending on your contractual terms, the qualifying period for this category is one year of service. Cover ceases at age 75, or if a person leaves Street League.

Please nominate your beneficiary and return to HR using this form: **Beneficiary Nomination**.

For more information please click [here](#).

PRIVATE MEDICAL INSURANCE

Street League wants to help our employees stay healthy, happy and at work with Private Medical Insurance. This benefit is currently on offer to our managers upon successful completion of their probationary period.

You will receive your Medical Insurance pack containing all your policy information direct from AVIVA.

For further information on the provider, please visit [here](#).

SIMPLY HEALTH CASH PLAN

Simply Health is a health cash plan. It allows you to claim money back towards a selection of health benefits up to an annual limit.

This benefit supports with every day healthcare costs each year such as routine dental check-ups and treatment, routine eye examinations and prescription eye wear, 24/7 access to a GP and counselling services.

Additionally, they also offer discounted rates on Health & Nutrition such as Gousto, Myprotein and muscle food, as well as discounted rates on various products such as active wear, beauty brands, spa breaks and more.

You will be enrolled on this benefit once you pass probation and can find details of what is covered in this benefit [here](#).

ABSENCE

Street League offer Occupational Sick Pay to all employees from their first day of employment.

Employees will receive eight weeks' full pay during any 12-month rolling period. After this, your pay will revert to Statutory Sick pay for a total of 20 weeks.

WELLBEING AND SUPPORT

EMPLOYEE ASSISTANCE PROGRAMME

Help@hand is there every day. Access total health and wellbeing support from experts who'll tailor their support to suit you.

The benefit includes:

- Unlimited Mental Health Support
- 24/7 remote GP appointments
- Financial support
- Legal support
- Wellbeing resources
- Savings and discounts
- Bereavement counselling
- Cancer Assist



HOW DO I GET STARTED WITH HELP@HAND?

First thing you'll need is your welcome email. This comes automatically when you are registered for the app. No email? Ask HR to check you're registered for Help@hand.

Once you've got the email, click the link provided or go directly to the App Store or Google Play and search 'Help@hand' to download the app.

Enter your details and get started with a wealth of health and wellbeing support. Don't forget to invite your eligible family members* from the app as well.

24/7 helpline 0808 304 3698

*Eligible family members include partner and children up to 18, or up to 24 if in full-time education. Eligibility may vary on services.

TELL JANE – HARASSMENT HOTLINE

Don't forget, you have a voice.

The freephone Tell Jane employee hotline is a platform to have your concerns heard. Whether victim or witness, the confidential hotline is a safe space for seeking advice or reporting incidents of bullying, harassment or discrimination in your workplace.

When calling the hotline, you'll speak to an independent and specialist HR consultant who will hear your concern and support you with practical advice and guidance. And remember, you'll also be given the option to report concerns anonymously and if an incident requires investigating, outcomes are communicated via your Tell Jane advisor.

We are committed to providing an inclusive workplace free from toxic behaviour. You have a voice, so if you need to talk to someone, pick up the phone and talk to Tell Jane.

0800 689 0802

Further Information Available Here



FAMILY LIFE



ADDITIONAL HOLIDAY PURCHASE

You can purchase up to 5 additional annual leave days at the start of every new financial year. This is based on your daily rate and is deducted from your monthly wage over the 12-month period.

If this is something you want to pursue, look out for an announcement from the HR department via HiBob at the start of the Financial Year with further instructions.

Maternity and Paternity Support

Pregnant or expecting employees and managers have access to a wealth of information on managing pregnancy, maternity/paternity leave, and return to work through our **Maternity, Paternity and Parental Leave Policy**.

MATERNITY

Enhanced Contractual Maternity Pay:

If you have been continuously employed by Street League for a minimum period of twelve months before the Expected Week of Childbirth, you will receive:

- 13 weeks full pay (inclusive of SMP).
- 13 weeks at 50% of your normal pay (inclusive of SMP).
- The first 13 weeks of AML will be on Statutory Maternity Pay (SMP).
- The remaining 13 weeks of AML will be unpaid.

For employees that work less than 36.25 hours per week (part-time employees) will be calculated on a pro rata basis in relation to the full-time rate.

PATERNITY

Enhanced Paternity Pay:

If you have been continuously employed by Street League for a minimum period of twelve months by the 15th week before the baby is due, you will be entitled to four weeks Paternity Leave at full pay (inclusive of SSP). You can take this leave together or in separate blocks of 1 week. Additionally, Street League can be flexible in how you take this leave if you prefer to take this in days as opposed to blocks. This, however, will be at Street League's discretion and a member of SMT will have final approval.



OTHER MATERNITY BENEFITS

- Paid time off for antenatal care.
- Annual leave and bank holiday accrual.
- 10 Paid Keeping in touch days.
- New Child Payment from Simply Health - £200
- Shared Parental Leave

Please refer to our **Maternity, Paternity and Parental Leave Policy** for more information.

PARENTAL LEAVE

If you are a Street League employee, are named on the child's birth or adoption certificate, have or expect to have parental responsibility, are not self-employed or a 'worker', e.g. an agency worker or contractor, are not a foster parent (unless you've secured parental responsibility through the courts), and the child is under 18 years old, you will be eligible for:

- A total of 18 weeks' unpaid parental leave for each child.

Leave with all previous employers counts towards this total and the right to take the leave lasts until the child's 18th birthday.





GYM & FITNESS

Enjoy up to 25% discounts from over 3,300 studios, sports clubs, and gyms, including Pure Gym, David Lloyd, and more! This benefit can be accessed via your simply health login and clicking on the Simply Rewards icon where you can choose MyGym Discounts.

Additionally, MyGym Discounts also offers savings on subscriptions to online workout programmes and – if you enjoy getting out and about – we also provide multi-activity memberships with thousands of activities and classes to choose from.

MyActive Discounts can be accessed in the same way for discounts on activewear such as Fitbit, New balance, Under Armour and Nike. There is also a wealth of discounts on travel, food and drink, fashion and away days.

CYCLE TO WORK SCHEME (UPON PASSING PROBATION)

Purchase of a bicycle and/or safety equipment to get to work, tax free and paid for over 12 months via salary sacrifice up to the value of £1000.

You will be entitled to use this benefit upon completion of probation.

For more information, please contact victoria.robinson@streetleague.co.uk

FINANCIAL SUPPORT

MINTAGO – FINANCIAL ADVICE, SUPPORT & SOLUTIONS

Mintago's simple and comprehensive approach to financial wellbeing is designed for people of all demographics and employees can rest assured that their financial worries, questions and needs can be addressed and supported.

Employees will be able to speak to a Financial Adviser of your choice for free, who can help guide & educate in order to help you understand and take control of your financial needs.

GROCERY SALARY SACRIFICE

Grocery Salary Sacrifice - In a time of rapidly rising food prices, our grocery salary sacrifice scheme helps support your financial wellbeing in an innovative way.

This straightforward scheme allows you to cut costs by up to 8% on groceries, through National Insurance Savings. This works by you, the employee, choosing to give up a fixed amount of salary before National Insurance is deducted and receiving the grocery budget in 12 monthly instalments. This budget is then made available for you to use across leading UK supermarkets via a prepaid debit card.





RETIREMENT PLANNER

A retirement planner, that is a straightforward and easy to read graph that enables employees to view a forecast of how their pots will grow and assists in designing retirement needs and lifestyle later in life.



MONEY HELPER - AI

Money Helper is a fast and easy way to access information and relieve stressful situations with instant support. It allows employees to ask any question about their financial situation and receive guidance on:

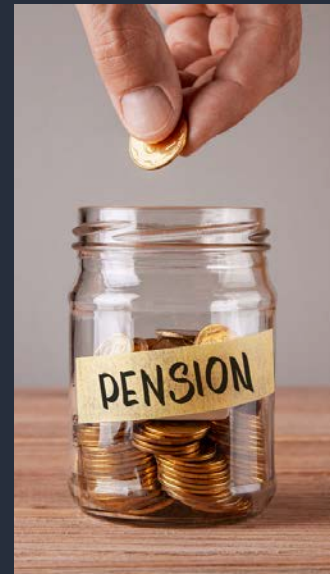
- Tackling the cost-of-living crisis
- Dealing with unexpected expenses
- Looking for ways to save.....and more

For more information on Mintago and how you can utilise these benefits [click here](#).

PENSION

Street League provides an employer pension via Scottish Widows that enables us to make contributions into a pool of funds set aside for a worker's future benefit.

Eligible Street League employees are enrolled in a pension plan after three months of employment and both company and employee contribute 4% of basic salary as a minimum. Street League will match up to 6% of basic salary maximum however employees can pay more should you wish. Additionally, you can opt into the pension scheme earlier than the initial three months of employment.



Communications from Scottish Widows will be sent via email with criteria information for auto-enrolment and all other relevant information you need to know.

You will be automatically enrolled as per government legislation, however if you would like to opt out, please complete the form below and return to Victoria Robinson, Senior Payroll Administrator.

Pension Opt Out Form

TRAVEL TICKET LOAN (UPON PASSING PROBATION)

This benefit will provide you with an interest free loan to cover the cost of your yearly bus or train season ticket for travel to and from work, repaid from your salary payments over 12 months.

You will be entitled to use this benefit upon completion of probation.

For more information, please contact victoria.robinson@streetleague.co.uk



LEARNING & DEVELOPMENT

Street League recognises that training and development is essential to ensuring our employees are equipped to perform in their current and future roles to the best of their ability. This is why we regularly review the level of investment in training to ensure adequate resources are being provided and that it benefits you, the employee.

Within our quarterly support and supervision review meetings, training is discussed between the employee and their manager. If an employee feels they need further support or training for their role, Street League will always explore this to assist with development where possible.

Street League understands the potential benefits of providing opportunities for employees to undertake further qualifications in their own time. Our people are encouraged to have discussions on personal and professional development with their line managers, and we are always open to exploring specific requests for training and qualifications that are relevant to the role.



EQUITY AND INCLUSION

Street League are an equal opportunity employer and value diversity company wide.

We are committed to creating a supportive and inclusive workplace where all individuals can thrive, and we celebrate peoples lived working experience and different pathways within the world of work.

Our initiatives include:

- Equity and Inclusion Forum – a voluntary group of employees come together to discuss the topics on EDI and for our employees to have a voice on this subject.
- Offer an extra day of religious leave to employees where appropriate.
- Flexibility of working hours around religious festivals or celebrations.
- Encourage and accept applications from all different backgrounds and abilities.
- We offer flexibility with working hours where operationally possible.
- Enhanced Maternity and Paternity Leave.
- Monitor our Gender Pay Gap.
- Regularly monitor our workforce demographic to understand our people and drive strategic actions and initiatives for the future.



SUSTAINABILITY

At Street League, we are committed to sustainability, where possible, in all aspects of our work. We recognise the impact that our actions have on the environment, and we are dedicated to minimising our carbon footprint and preserving our natural resources.

We are committed to implementing sustainable practices in our day-to-day operations, from reducing waste and conserving energy to promoting ethical sourcing and responsible recycling.

To underpin this, we have a 14-point action plan called 'Street Wise'. We believe that every small step towards sustainability can make a big difference, and we are continuously looking for ways to improve our environmental impact. We believe that if everyone does a little, it can help a lot.





www.streetleague.co.uk

@StreetLeagueUK

OWN YOUR FUTURE

England & Wales Charity No. 1101313

Scotland Charity No. SCO 38884