

Refuge



For women and children.
Against domestic violence.

Refuge Manager Benefits

Pay	Our pay framework is designed to attract and retain the most talented and dedicated people. The framework is reviewed on an annual basis to ensure that salaries remain affordable and competitive.
Pension scheme	We provide our managers with access to a non-contributory Group Personal Pension Scheme (Royal London). Alternatively the People's Pension is also available for managers giving you flexibility in managing your pension fund.
Annual leave	We have a generous annual leave entitlement of 28 days rising to 30 days with service. Our annual leave operates between 1 April and 31 March.
Learning and Development	We're committed to developing your skills and expertise. We know that learning and the development of our staff is a key component of our success. All employees are encouraged to develop and we offer a range of opportunities for learning. This includes the opportunity to obtain nationally recognised qualifications together with a comprehensive programme of development which links to the way in which we work and the services that we provide.
Support and Advice service	Refuge employees have access to an employee assistance programme 24 hours a day. The programme provides free confidential advice and support to help on a range of work and personal issues. They also provide access to online health information and advice. The service is provided by an independent health and wellbeing provider.
Sick leave	Refuge offers enhanced sick pay which increases with length of service.
Life Cover Scheme	Life cover is valued at four times salary and covers death in service, subject to insurer's approval.
Eye care scheme	Refuge allocates £69.99 per person each year towards eye care costs.
Enhanced Maternity, Adoption, Parental, Paternity Leave	Employees receive an enhanced package during maternity, adoption, parental paternity leave subject to eligibility criteria.