

Benefits

Find out more about the benefits you can expect when you join The National Lottery Heritage Fund.

Hours and leave

For a full-time role, employees will normally work a five-day week of 35 hours.

Annual leave of 26 days. This rises, on the anniversary of your start date, by one day for each completed year of service to a maximum of 31 days after 5 years' reckonable service, plus statutory holidays and 1.5 'privilege days' each year.

Hours for part-time posts will be pro-rata based on a 35-hour (net) working week. Annual leave and entitlement to bank holidays are also calculated on pro-rata basis.

Flexible working

We offer a range of flexible working options, from compressed hours, home-working to part time hours and job shares.

Parental leave

We offer a range of flexible options regarding parental and adoption leave, including enhanced parental leave.

Workforce development

We offer access to a wide range of training opportunities including workshops and e-learning delivered in-house, as well as opportunities for external learning.

Pension

We offer the following pension options:

- Alpha under the Principal Civil Service Pension Scheme (PCSPS)
- Partnership Pension Account

More information on these options is provided on appointment.

Salary advance

An interest-free advance is offered to all members of staff who have completed their probationary period to cover the cost of an annual season ticket, purchase of a bicycle or a deposit on a new home.

The sum advanced will be repaid by regular deduction from salary.

Cycle to Work scheme

As part of the government's Cycle to Work scheme, we can hire out bicycles and cyclists' safety equipment to employees as a tax-free benefit. Our Cycle to Work scheme offers bikes up to £5,000 or £500 for employees on a fixed term contract.

Gym membership and health screening

After three months' service we will offer up to £50 per month (paid through payroll and taxable) for gym membership. From your first day of service, there is also the option of a health screening provided by Nuffield Health.

Employee Assistance Programme

Workplace wellness provides a confidential 24-hour telephone helpline, 365 days a year. It is provided by trained counsellors who can help individuals deal with a range of problems which may affect their personal lives or their performance at work.

Tax-Free Childcare

Tax Free Childcare provides parents and carers with up to £500 every three months (£2,000 a year) for each child to help with the costs of childcare. The government will pay £2 for every £8 you pay your childcare provider.

Volunteering

Employees are entitled to seven hours of volunteering time each year, to contribute to their local community.