



WELLBEING - OUR OFFER TO OUR STAFF

The LDF is committed to building and maintaining a workplace environment and culture that is respectful, attracts and retains talent, encourages learning and development and inspires creativity. We encourage wellbeing and aim for all staff to thrive together and achieve their full potential for the benefit of themselves and the work of the Diocese of London.

To achieve this, we have developed the following wellbeing offering for all of our employees:

Building a learning culture

- Fostering positive relationships and creating a supportive work environment between managers and staff.
- Staff involvement in organisational issues and decisions (through mechanisms such as the Staff Forum, the Team Leaders Network and team meetings).
- Appropriate job design with regular review.
- A bi-annual performance review process.
- An evolving organisational learning and development programme.
- Payment of professional subscription fees, where required for the role.

Promoting better physical and psychological health

- An enhanced annual leave provision in order to allow time to rest and recuperate. Annual leave starts at 25 days holiday per year plus bank holidays, rising to 28 days after the first year.
- Private medical insurance for those with one year's service or above (premiums and excess paid for by the LDF), including access to a stress support helpline.
- Social events for staff to take a break and meet with colleagues, including the Summer BBQ and Christmas lunch.



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Promoting better physical and psychological health continued...

- Optical cover including access to free eye tests and a contribution towards lenses for visual display use.
- A flexible working policy accessible to all staff.

Connecting with the community

- Employees are encouraged to contribute to community programmes and charities through volunteering, fundraising and payroll giving.

Thinking about finances

- Season ticket loans.
- Access to tax free benefits such as childcare vouchers.
- Enhanced pension scheme with a 15% employer contribution (min 3% employee contribution) and salary exchange option.
- Free access to independent pensions advice, through twice yearly pension clinics.
- Death in service benefit 7x gross salary.
- Retirement workshops to help plan for the future both financially and psychologically.

Joining the LDF will give you access to the wellbeing benefits above. You will also be part of a successful, dedicated team at one of the biggest charities in the country!