

EMPLOYEE VALUE PROPOSITION

**COMIC
RELIEF**

Workplace Pension Scheme

At Comic Relief, we care about your future as much as you care about others. That's why we start you off with a 5% employer pension contribution—increasing by 1% each year up to cap of 10%. You decide your contribution, starting from just 3%.

Life Assurance Scheme

Losing a breadwinner can be devastating for a family's finances. Our life insurance ensures financial security for your loved ones if the unexpected happens as your beneficiary will receive a payment equal to two times your annual salary.

Critical Illness Cover

If illness or injury keeps you from work, we'll help lighten the load. With income protection, employees on long term sickness absence can focus on recovery, knowing your family's finances are covered. Eligible employees will receive a payment equivalent to 50% of their annual salary.

Fair and Transparent Pay

We're all about fairness. Annual performance and pay reviews with your line manager mean your hard work and progress don't go unnoticed.

Expert Advice & Support

From budgeting tips to navigating life's twists—like divorce or probate—our helplines are here with expert guidance when you need it.



GETTING AROUND

Season Ticket Loan

If you travel more than twice a week, you can save money with an annual ticket. Our interest-free loan makes it easy to spread the cost into manageable monthly payments.

Cycle to work Scheme

Why not pedal your way to fitness and sustainability? With our cycle-to-work scheme, you can grab a shiny new bike, interest-free, and pay it off over the year.

PERKS THAT GO FURTHER

Technology discounts

We've talked the lovely people at O2 into giving Comic Relief staff up to 25% off phones, tablets and broadband deals.

Shopping discounts

Stretch your paycheck further with PERKS by Breeze—enjoy deals from your favorite brands and access free or discounted tickets through Tickets for Good.



Annual leave

25 days of holiday bliss, exclusive of bank holidays, rising by 1 day per year to a maximum of 30 days after five years! Need more? Buy up to 5 extra days annually for that dream trip.

Health Cash Plan

From dentist visits to optician appointments and soothing massages, Comic Relief staff can claim back costs with HealthShield's Cash plan.

Employee Assistance Programme

Whether it's stress, anxiety, or life's big challenges, you have free, confidential, and personalised access to a team of mental health practitioners.

Therapy on Demand

A service open 7 days a week from 7:30 am – 9:30pm with access to clinical psychologists, psychotherapists and counsellors with no waiting list. Easy booking, employees see a therapist the same day in person or online.

Enhanced Sick Pay

If you're unwell, rest assured we'll take care of you from day one with enhanced sick pay, which is above the legal requirements and increases depending on how long you have worked for us.

24/7 GP Service

Getting a GP appointment when you need one can be tricky. Our staff have access to a GP anytime, anywhere with Teladoc Health's round-the-clock service.

Second Medical Opinion

Get peace of mind with Best Doctors' world-class specialists, offering second opinions on diagnoses, treatments, and surgeries.



WELLNESS YOUR WAY

Gym & Yoga Perks

Enjoy free access to MoreYoga's online holistic health hub and virtual yoga studio, plus up to 25% off memberships at over 3,600 gyms, studios, and fitness centres across the UK through Breeze. Want to hit the gym anywhere in the world? Take advantage of our exclusive Comic Relief rate at Anytime Fitness and unlock access to their clubs globally!

Mental Health First Aiders

At Comic Relief we have a trained and accredited group of staff volunteers, to act as the first point of contact to colleagues experiencing mental health concerns and/or emotional distress.

Wellbeing Apps

Explore apps like myStrength for mindfulness, Thrive for mental health, SkinVision for skin health checks or Toothfairy for instant access to advice, guidance and prescriptions, all from the comfort of home.

Nutrition and Health Advice

Whether you want to improve your diet or exercise more, Teladoc Health's nutritional experts are here to guide you.



Flexible Working

Life's better with balance! Enjoy flexible start times, part-time hours, or compressed workweeks - whatever best suits you.

Enhanced Family Leave & Pay

We recognise the value of supporting our parents and caregivers at work. In addition to statutory payments, we offer enhanced pay for maternity, paternity, adoption, and more, after 1 year's service and increasing depending on how long you've worked for us.

Fertility & Fostering Support

The process of preparing to bring a child into your life can be challenging. We offer paid time off to attend appointments, treatment or training sessions.

Compassionate Leave

Losing a loved one, critical illness or dealing with a major life event can take priority - rightly so. We support our staff with paid time off to deal with serious incidents.

Carer's Leave

To support our staff with caring responsibilities we offer carer's leave and pay when you have responsibilities for a dependent.

Comic Relief Olympics

Unleash your inner athlete at our annual sports day, complete with games and a picnic for the whole family.

Community Channels

Join 'Comic Relief Parents', a dedicated Slack channel to chat about all things parenting. Or 'Comic Relief Pets' a Slack channel for you to connect with fellow pet-lovers. Because parenting babies and fur babies matters!



Study Leave & Support

Take paid leave to ace your exams, with contributions towards professional qualifications.

Apprenticeships

We'll fund your studies, support your learning and help you reach new heights.

Management Development

Our managers are the backbone of Comic Relief. We offer courses and experiences to help them lead with confidence.

Psychoeducation Workshops

Access to a package of workshops, talks, training and therapist-written, evidence-based resources bespoke to Comic Relief that support your professional and personal growth.

Lunch & Learns

Dive into engaging sessions on topics like grief, workplace inclusivity, and men's health—or hear from our amazing partners making an impact worldwide.

Learn, Grow, Thrive

We champion learning your way, blending hands-on experience, teamwork, and formal training. Our 70:20:10 approach ensures you grow through doing, sharing, and collaborating—helping you expand your skills and achieve your goals.

Regular 1-2-1s

Your manager will catch up with you regularly to celebrate wins, tackle challenges, and support your development.

Volunteering Opportunities

Want to give back outside of work? Take one paid day off per year for voluntary activities.



Hybrid working

Enjoy the flexibility of working from home three days a week.

Diversity, Equity, Inclusion & Belonging

We are committed to creating an environment where everyone feels valued, respected, and included and strive to build a culture of belonging where every individual can thrive.

Sabbaticals

Recharge your batteries or pursue personal goals with up to 12 months' unpaid leave after three years of service.

Service awards

We love celebrating your milestones—because your dedication matters.

Free food & drinks

Fuel your day with free breakfast, fruit, snacks, and hot drinks at the office.

Central London Location

Our bright, open-plan office is a stone's throw from Spitalfields Market and Liverpool Street. It is well equipped for both individual hot desking or collaborative working with colleagues.

Social Events

From karaoke nights to cookie decorating, we've got an activity for everyone!

Sports clubs

Show off your netball skills or join a friendly game of softball with colleagues.

Top Tech

We'll make sure you're equipped with everything you need to excel—at home or in the office.





Comic Relief is the operating name of Charity Projects, a registered charity in England and Wales (326568) and Scotland (SC039730).