

COMIC RELIEF LIFE

Our employee deal, our benefits, our values.



OUR DEAL

COMIC RELIEF PROMISES TO...

- keep things interesting, with engaging or challenging work.
- give you opportunities to influence who we are and what we do.
- trust you to do your job.
- give you the right tools to do it.
- be flexible in how and where you work.
- support you with personal, professional and career development.
- offer you a competitive salary, plus benefits and perks.
- be a warm, welcoming and diverse place to work.
- care about your wellbeing.
- champion fun and friendship at work.
- keep you up to speed on everything from our strategy to how much holiday you've got left.

YOU PROMISE TO...

- treat everyone with respect.
- be passionate about what you do.
- take an active interest in what we do.
- be willing to challenge the status quo.
- take responsibility for your work, however and wherever you do it.
- work across teams, when needed, to get the job done.
- take care of your personal development.
- help create a positive working environment.
- join in with events and conversations across the organisation.
- act as a great ambassador for Comic Relief.
- own your people management responsibilities. *(That one's just for managers.)*



BRILLIANT BENEFITS



There's more to life at Comic Relief than great work mates, a lovely riverside location and the occasional sighting of Sir Lenny Henry. Take a look at this little lot...

Save on your season ticket

Want to pay the cheaper annual season ticket price without the eye-watering upfront cost? Take out an interest-free loan for your bus, train or TfL travelcard and pay it back in monthly chunks.

Stay healthy and happy

You can claim money back on everything from visits to the dentist and optician to prescriptions and physio with your Health Shield plan.

They also offer free counselling and discounts on gym memberships, as well as deals on high street shopping.

Everyone's automatically given basic cover, but you can easily upgrade or add a family member.

Take some time off

Everyone starts with 25 days off plus bank holidays. Then, every year for the first five years, you'll get an extra day.

If you'd like some more time off, you can buy up to five days of extra leave each year, up to a cap of 30 days.

After five years, you can ask for an unpaid sabbatical of two to six months, as well as your 30 days of paid leave.

If you work part-time or you're on a short contract, your holiday will be pro-rated.

New mums and dads, including adoptive parents, can take enhanced maternity or paternity leave.

Top up your pension pot

After two full months, you'll be automatically enrolled in the pension scheme – though you can ask to join earlier if you like.

You'll need to contribute at least 3% of your salary, then Comic Relief will top it up with another 5%, rising every year up to 10% when you've been here for five years.

Rest and recuperate

If you're poorly, you'll be given sick pay and leave based on how long you've worked here and whether or not you're in your probation period.

For longer-term illness, you're covered by permanent health insurance which will give you an income while you're off.

If the worst happens

It doesn't bear thinking about, but if you pass away during your time at Comic Relief, a payment of two times your yearly salary will be made to a person of your choice.

...AND EXTRA PERKS

Work in a way that works for you

We believe in work-life balance and have a flexible working policy which includes part-time hours, flexible start times and aggregated annual hours. So, you can work in a way that best suits you.

Fill your boots

Tuck into free fruit once a week and tea and coffee every day. We might not have sprinkles and whipped cream, but there are decaf options and soya milk.

Get your tech up to spec

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

To find out more, ask your manager or email people@comicrelief.com

OUR VALUES

HAVE A SENSE OF HUMOUR, ALWAYS

Even if we're facing adversity, or fighting for change, we can raise a smile.

INSPIRE A CULTURE OF GENEROSITY

Through unique relationships with schools, the public, and fundraising.

BREAK DOWN BARRIERS

By being brave, acting in solidarity and standing up for what is right.

MAKE MEANINGFUL CHANGE

Putting people with experience of the issues we care about at the heart of decision-making.

WALK THE WALK

Giving respect and positivity to the work of Comic Relief, internally and externally.

SHARE THE STAGE

Enabling people to tell their own stories on our platforms. And listening.

MAKE IT PERSONAL

We celebrate diversity of experience as our greatest resource and strength.

