

SOME OF THE GREAT BENEFITS YOU'LL RECEIVE WORKING AT ELMWOOD

Benefits and more

Holidays

We offer 26 days holiday to use over the year, plus bank holidays. The Studio also closes over the Xmas period for 3 days for a well earned rest for everyone.

Pension

To help you save for your future we invite you to join the elmwood scheme where the Company contributes 5% of salary to your pension each month. You'll also have access to our broker for any pension related queries as we know it can be a complicated subject.

Private Medical

For senior roles we offer private medical insurance which includes access to a range of benefits including discounted gym membership and online GP.

Life Assurance

We know it's not a pleasant subject, but family matters, so if you should die whilst in service we offer life assurance to everyone.

Enhanced Parental Benefits

To support our working parents we provide enhanced maternity, paternity and parental leave benefits.

Annual Bonus

If the Company achieves its annual profit threshold everyone gets an opportunity to share in the success each year (rules apply).

Cycle to Work

In partnership with our provider we offer an interest-free loan for the purchase of a bike through salary sacrifice.

Travel loan – London

Once you've passed your probation you're entitled to an interest-free loan to help with annual travel costs.

Recruitment Referral

If you recommend someone to Elmwood and they are subsequently hired and pass their probationary period, we pay a lovely big cash bonus (rules apply).

Inspiration Days

Personal development is hugely important so everyone gets a day each year to recharge their brain doing something inspiring - we think it's about spending time on cultural pursuits and sharpening the saw.

Learning and Development

We encourage everyone to expand their capabilities through blended learning, and often that can be as simple as quality interactions with your line manager and learning on the job. When that's not enough, we offer different training and development opportunities.

We also have an annual PDR / appraisal cycle to ensure everyone stays on track with their career goals.

Annual Salary Review

Skills change and as people develop in their careers we ensure everyone receives a salary review once a year where we look at both personal performance and market alignment.

Wellbeing

We've adopted a number of ways to support our culture of wellbeing which you can read more about below.

Employee Assistance Programme

Everyone needs a little extra help sometimes therefore you'll have access to a 24/7 counselling service for help on legal, mental well being, financial and health concerns.

Flexibility

We've adopted a hybrid working model which we call '4x4'.

In summary we ask everyone to be present in the Studio at least 4 days each fortnight - this allows everyone to be immersed in our culture and engage with the wider team. And of course you can do more days in the Studio if you choose to. We also offer flexibility on start and leave times to help with commuting and a better WLB.

Working from home stipend

To help with any increased costs from working at home, or if you want to purchase something for your workstation, everyone receives an allowance of £200 each year (tax free), paid in equal monthly instalments.

Get Walking

Lunch times are for getting away from your computer so no meetings, and we'd encourage you to take a quick stroll to recharge your batteries.

Friday Headspace

Friday afternoons are kept free of meetings to enable you to catch up on the week gone.

Work Share

Each discipline has a weekly catchup to share work, ideas and learn from each other - one of the ways to ensure we continue learning and growing as a team.

Virtual Toast and Daily Check-in

We start every Monday morning the right way by getting together for a work share and to talk about the week ahead. We also hear about any Studio news.

Freshen Up

Once we're back in the Studio shower facilities are available if you cycle to work, along with bike racks.

Virtual Drinks @ Dolly

Our way of celebrating the weeks achievements with a drink or two, and a bit of fun, before we head off for the weekend on a Friday afternoon.

