



**Brighton & Hove
City Council**



**Our People Promise
Recognising and
rewarding great work**

Rewards and Benefits

Pension

Council employees are automatically enrolled in the Local Government Pension Scheme which is a defined benefit scheme. We also offer a shared cost Additional Voluntary Contribution (AVC) scheme.

Annual Leave

This post has an annual leave entitlement of 30 days plus 2 extra-statutory days and 2 Christmas Concessionary days. Bank holidays are in addition. You also have the option to purchase extra annual leave days.

Staff Wellbeing

- Access 24/7 free counselling, health support, information, and advice services.
- Extensive in-job support, including monthly 1-2-1 meetings, wellness reports and personal development plans.
- All staff can receive training and advice from experts around stress, finances, debt, nutrition, pregnancy, menopause and more.
- Staff have the option to explore our loan schemes for assistance when needed.
- Enjoy paid volunteering time off to give back to the community.
- Many roles offer the opportunity for hybrid working, to support a better work/life balance.

Training Opportunities

We support our staff with a range of training and development opportunities including face-to-face, online and on-demand e-learning. The training covers a wide range of topics including:

- inductions to your role and the council
- equality and diversity training
- skill development, such as communication, IT and management skills
- specialist training and more
- secondments and development roles

Family-friendly policies These include:

- discretionary special leave
- maternity leave
- paternity leave
- adoption leave
- surrogacy leave
- parental leave
- shared parental leave

Relocation Expenses

Subject to eligibility criteria and conditions of payment, reimbursement of relocation expenses is available up to £10,000. Any reimbursement over £8,000 is taxable.

Staff Travel Benefits

We can give you a loan to buy a public transport season ticket, bicycle or car.

We're part of the [easit travel card](#) scheme. This gives you discounts on trains, buses and bike insurance.

[Find a list of all travel offers for staff.](#)

The Council's Forums: A Fair and Inclusive Place to work – Staff Support

We have four Staff Forums (or Networks) who work collaboratively with the council. They are:

- [Black & Minority Ethnic Workers' Forum](#)
- [Disabled Workers and Carers Network \(including our pilot Neurodiversity subgroup\)](#)
- [Lesbian, Gay, Bisexual and Transgender Workers' Forum](#)
- [Women's Network](#)

The aim of each Forum is to champion inclusion, challenge inequalities, raise awareness, and act as a safe space for staff support.

Carefirst

Our employee assistance programme (EAP), provided by Care first, is a free and confidential counselling, information and advice service.

Other benefits include:

- rental deposit loan scheme – we offer interest free loans to spread the cost of paying your deposit when renting a property.
- trade union membership with Unison, GMB or a range of teachers' unions.
- health and wellbeing discounts.
- travel benefits including various bike schemes, an Enterprise Car Club and interest-free season tickets for the bus and train.
- a wide range of discounts from local and national retailers. This includes discounted cinema tickets, holidays and gym memberships.

Working for us means playing your part in making the city a fantastic place to live, work and visit.

Learn more about the [benefits of working for Brighton and Hove City Council](#) and about [life in Brighton & Hove](#).