

CORNWALL INSIGHT

CREATING CLARITY



# Benefits for you

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[www.cornwall-insight.com](http://www.cornwall-insight.com)



# At Cornwall Insight

We recognise the talent and passion that people bring to the group, helping us achieve our purpose, strategy, and goals. Alongside a supportive values-focused culture, and fantastic opportunities to develop skills and knowledge, we are proud to offer a broad-package of financial rewards and wider benefits focused on supporting mental and physical well-being.

## Financial benefits

### Company Bonus scheme

All people in permanent employment with more than 6 months service are entitled to participate in a discretionary bonus scheme linked to business and individual performance. Bonuses are paid annually after the end of our financial year.

### Life Insurance

We provide a 'death in service' insurance allowing your nominated beneficiary('s) to receive four times your salary.

### Company Sick Pay

We offer peace of mind when you are unwell with our company sick pay scheme.

### Family Leave Pay

Additional company maternity pay, shared parental leave pay and paternity pay.

### Pension

Our pension is provided through Royal London. You will be automatically enrolled after 3 months employment, but you can opt in or out at any time.



Company  
Bonus  
scheme



Life  
Insurance



Company  
Sick Pay



Family  
Leave Pay



Pension



## Wider benefits

### Private Medical Insurance

Provided by Vitality. All permanent employees can enjoy this benefit after 3 months of joining. Benefits include inpatient / day patient / outpatient treatment, advanced cancer cover, a range of therapies, mental health cover, primary care and a Vitality Rewards Programme.

### Holidays

We offer 25 days holiday plus public holidays for all joiners, and then holiday allowance increases by 1 day per year up to a maximum of 30 days to reward people for their loyalty.

### Annual Wellbeing Day

We understand the importance of mental health and encourage everyone to make time for their personal wellbeing. Each year, we support this by giving the whole team a dedicated day off in October.

### Hybrid workplace environment

We support a mix of office based and home based working, with line managers and teams empowered to determine how best to implement an approach that delivers on their team objectives and operational considerations.

### Cycle to work scheme

After 6 months our employees can receive a loan of up to £1000 on a new bicycle, paid through salary sacrifice.

### Perkbox

All employees can benefit from the shopping discount scheme, from day one of joining us.

### Monthly value awards

Each month we reward nominated individuals who have lived our values – trust, openness, us, and respect - with a £100 gift card of your choosing (from a selection of well-know retailers).





## Our wellbeing focus

We offer a range of accessible wellbeing support for our team, and pride ourselves on our vibrant social scene coordinated by a dedicated social committee.



### Perkbox

Not only can you access great discounts on shopping, you can also access wellbeing initiatives such as nutrition coaching, wellness treatments



### Health assured

24/7 confidential counselling support accessed through Perkbox



### Weekly yoga sessions

Every Wednesday we have an online yoga session delivered by a professional Yoga teacher.



### Mindfulness activities

Accessed through Perkbox



### Mental health support

Comprehensive mental health support including talking therapies and mental health cover



### Gym membership discounts

Accessed through perkbox and Vitality



## Be part of the Cornwall Insight community

When you join our team you will be welcomed into an inviting atmosphere filled with friendly individuals from around the world. From our charity events to our team pub quizzes, we always find a fun and exciting way to bring everyone together.

The Cornwall Insight community understands the best type of workplace should provide a healthy work/life balance. We achieve this in a variety of ways through our Mental Health Team and team events. Each month, our Mental Health Team offers friendly advice and ways to help you decompress in the monthly newsletter. We will also keep you up to date on any upcoming events or activities so you can join in and be part of the fun. We aim to help you grow in your role by developing skills and networking with people throughout the industry.

