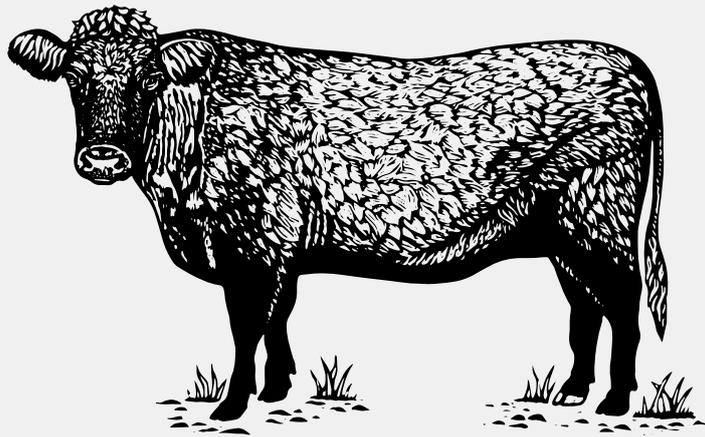


Benefits Package

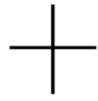


cowshed

Why do we love working at Cowshed? Mostly, the answer is 'our people'. I.e, ein pobl. That's why we invest in the things that matter most to our team, and it's why we do all that we can to sustain a creative, fair and fun culture.



So, whatever your role, whether you're full time or part time, been with us a short time or for our whole lifetime, our benefits package is here to support you.



Cowshed
benefits
package
part one.



WORK HARD, REST HARD.

Work-life balance is at the very top of our benefits list, because our number one priority is to look after our people.

You'll be entitled to the following:

Agile working

We're open to most variations as long as it works for you, us, and our clients.

Annual leave

25 days annual leave + Bank Holidays (pro-rata based on your contracted hours) + a day off for your birthday.

Buy leave

Buy up to five extra days holiday per year (pro rata to your contracted hours and is a salary sacrifice scheme).

Continued service

Five years' continuous service gets you an extra week's holiday +£2,000.

TOIL

Time back on the occasion you're asked to work late night events or weekends, to be taken within a month of extra time worked.

Additional leave

An extra days holiday for each year that you have worked at Cowshed (up to a maximum of five additional days).



Campaigns that work.
Clients we love.
Causes we believe in.



Cowshed
benefits
package
part two.

(AP) PRAISE YOU LIKE WE SHOULD

We're made up of extremely talented people, so you'll fit right in. You'll quickly get used to sharing kudos, heart emojis and gifs to get you pumped. But when it comes to your development, we're all about real-life investment to get you to where you want to be in your career.

You'll be entitled to the following:

Shout-outs!

Campaign showcases and shout outs on our weekly company meeting.

Training

We are invested in your development.

Industry membership

Fully funded industry memberships e.g. CIPR.

Personal development

Personal development plans.

Reviews

Regular performance reviews.





Cowshed
benefits
package
part three.

SOME THINGS ARE JUST NICE TO HAVE

Our anonymous suggestion box means
this list of perks is always getting added to...

Y pethau bychain

...but here's a little taster:

FOR Cardiff card

FOR Cardiff discount card gets you discounts across some of our favourite businesses and local independents across the city centre.

Stocked fridge

Stocked fridge with soft drinks, milk and cordial, plus cupboards with teas, coffees, and snacks.

Office Dog Policy

Bring your (well behaved) dog to the office.



cowshed



Cowshed
benefits
package
part four.

TAKING CARE OF YOU

As we've said, we care about our people's wellbeing so we've carefully put together a package of benefits and policies that does just that.

Byd o les

Here's what you can expect:

Menopause and hormone related conditions

We will carry out a working environment assessment and make adjustments for you to work comfortably and, of course, our sickness leave also applies so you can have time off when you are feeling symptoms.

Healthcare Cover

Our opt in healthcare plan includes cover for dental and optician fees, remote GP access and a host of wellbeing.

Head Space Time

Two days set aside for those times when you just need some head space and time out.

Appointments

Unless it will majorly impact your working day, there is no need to take time off for appointments, you can work agilely around them.

Flu Vaccine

Free flu vaccinations each year.

Employee Assistance Programme

Everyone has access to our 24-hour counselling hotline to support stress, anxiety, bereavement, and family issues.

Mental Health First Aiders

People throughout the business are there for when you need a listening ear.

Volunteering opportunities

If you like giving back and want to get involved we have several opportunities where you can volunteer and get involved with projects we support.

Sick Leave

If you are unwell for whatever reason, we want you to take the time off to recuperate. For longer term illness, people who have been with us less than a year get four-week full pay and the rest as statutory. For people who've been with us for over year get four weeks full pay, 12 weeks half pay and the rest statutory.



Cowshed
benefits
package
part four.

FAMILY LEAVE

We know life is unpredictable, and we're here to support you through it.

It's important to know that all — and we mean all — our parental policies apply to you regardless of gender.

Trigger warning, this section covers our policies on grief and loss.

Here's what you can expect:

Becoming a parent

8 weeks full pay, 16 weeks half pay with the rest as statutory or shared parental leave.

Parental leave

Up to four weeks per year unpaid leave to look after your child's welfare.

Grandparent leave

One week paid leave to welcome the birth of a grandchild. This can be taken in one chunk or over the course of the first few weeks to support the new family.

Adoption and IVF leave

If you have an unsuccessful placement or treatment, you'll get up to one week paid leave.

Fostering leave

Up to one week per year.

Parental bereavement

Up to four weeks paid leave and a phased return to work.

Bereavement

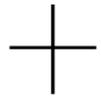
Up to one week paid leave and time off for the funeral to grieve the people you deem family.

Pet bereavement

Up to one week paid leave.

Emergency leave

Up to three days unpaid for those unexpected life events.



Cowshed
benefits
package
part five.



MONEY MAKES THE WORLD GO ROUND

We believe in investing in your future, but equally, there's no time like the present to make people feel valued, so we'll always pay our people a salary that's fitting of their skills — and that will always be above the living wage. But we know that unexpected costs can catch us all off-guard from time to time, so it's important to us that we go the extra mile to offload some of that financial burden.

Let's take a look...

Bonus

Discretionary bonus based on company performance.

Getting to work scheme

We have a cycle to work scheme to help get you that new bicycle or electric vehicle salary sacrifice scheme with Octopus.

8% pension

8% pension (4% equal contribution from us and you).

Emergency loans

Emergency loans (handled sensitively and confidentially).

Season tickets

Season ticket loans.

WE'RE

ALL EARS

Our benefits have been created together with our team and are reviewed regularly to make sure they are right for everyone working with us.



To sum up.

We have based these benefits and policies on how I wish I had been supported through all of life's ups and downs as I built my career.

They are built on three key Cowshed principles — we hire great people to do fulfilling jobs, we trust you and your judgement from day one, we empower you to deliver exceptional work always.

I hope that they give you confidence to work with the courage, commitment and creativity required to deliver campaigns that work for clients we love and causes we believe in.

Diolch for being part of the team.

Vicki



CIPR CYMRU GALA AWARDS DINNER

Croeso i Cowshed



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