

WHY THIS IS THE BEST PLACE TO WORK



EMPOWERING YOUNG PEOPLE, SUPPORTING OUR TEAM

At Sport 4 Life UK, everything we do is focused on changing the lives of young people.

This isn't just our mission—it's our north star, guiding every decision we make and every action we take. We believe in creating a level playing field, ensuring that every young person has the opportunity to build a better future.

But we know we can only achieve this by investing in our people. Our team is at the heart of our impact, and we are committed to creating a supportive, inclusive, and rewarding workplace where everyone can grow, thrive, and make a difference.



WHY JOIN US?

Purpose-Driven Work

- ✓ Your role has **real social impact** — you'll help to **change the lives of young people** every day.
- ✓ We are committed to **quality**, ensuring that everything we do is data-led, evidence-based, and truly makes a difference.
- ✓ We collaborate with communities, organisations, and partners to create meaningful opportunities for young people across the West Midlands.

A Supportive and Inclusive Team

- ✓ We are a **TEAM**. We work together towards a shared goal, celebrating success and learning from challenges.
- ✓ Our **Wellbeing Committee** is dedicated to ensuring you feel supported, valued, and empowered in your role.
- ✓ Our **EDI Committee** works to improve **equality, diversity, and inclusion**, ensuring Sport 4 Life UK is a place where everyone belongs.

Growth and Progression

- ✓ **We do not stand still – we are a PROGRESSIVE organisation.** We embrace learning, feedback, and change.
- ✓ We provide opportunities for professional development and personal growth, supporting you to reach your full potential.
- ✓ We foster a culture of curiosity, collaboration, and innovation—because continuous improvement drives greater impact.

OUR BENEFITS

We believe in **rewarding our team** for their dedication, offering a **comprehensive package** that supports well-being, work-life balance, and professional development.

Financial & Career Benefits

- ✓ **Pension Scheme** – Sport 4 Life UK contributes **4% of gross salary** through The People's Pension.
- ✓ **Training & Development** – Opportunities for formal and informal learning to support career growth, including **leadership development, internal progression pathways, and mentoring opportunities.**
- ✓ **Travel & Expenses** – Mileage reimbursed at **£0.45 per mile** and subsistence covered in line with policy.

Health & Wellbeing

- ✓ **Employee Assistance Programme (EAP)** – 24/7 confidential helpline and online support, including counselling, through Health Assured.
- ✓ **Healthcare** – Enrolment onto **Equipsme Health Insurance Plan**, including dental and optical cover.
- ✓ **Enhanced Sick Pay** – Additional financial support beyond Statutory Sick Pay (SSP) after probation.



Work-Life Balance & Flexibility

- ✓ **Annual Leave (incremental):**
 - 0-3 years:** 25 days
 - 3-5 years:** 27 days
 - 5+ years:** 30 days
 - 8 public holidays
- ✓ **Birthday Leave** – An additional day off to celebrate your birthday.
- ✓ **Volunteering Leave** – Up to **2 days per year** to support a worthwhile cause.
- ✓ **Flexible Working** – Options for **remote working, flexible hours, and T0IL**.
- ✓ **Enhanced Maternity, Paternity & Adoption Pay** – Additional financial support beyond Statutory Maternity Pay (SMP) after probation.

Culture & Perks

- ✓ **Staff Socials** – We work hard, but we also celebrate, connect, and have fun as a team
- ✓ **Quarterly Team Meetings** – Bringing the whole staff together.
- ✓ **Staff Survey** – A chance to share your voice through an annual anonymous staff survey.
- ✓ **Tech for Work** – Mobile phones and tablets provided for selected roles.
- ✓ **Discounts & Perks** – Access to Reward Gateway, Bright Exchange and BHSF discounts (via GBCOC membership).



**JOIN US AND MAKE
A DIFFERENCE**

At Sport 4 Life UK, you'll be part of a team that truly makes a difference. Here, your work is valued, your well-being is a priority, and you'll see the real impact of what you do. Be part of something that makes a real difference.