



Our Benefits

Core benefits

Competitive salary

We regularly benchmark our salaries against the market and review all salaries every April in line with cost of living and organisational performance.

Annual leave

We offer a generous annual leave entitlement.

Pension scheme

We offer a choice of pension options, all including employer contributions, to help you save for retirement.

Life assurance

Members of our pension scheme are eligible for a life assurance benefit of three times their annual salary.

Family friendly policies

We offer paid fertility leave as well as enhanced maternity, paternity, adoption and shared parental pay.

Other leave

We know that there are times when our colleagues need support, so we offer a range of paid and unpaid leave provisions including sick pay, emergency leave and compassionate leave.

Flexible working

We're committed to offering flexible working opportunities whenever it's possible to accommodate these while maintaining our excellent service standards. Longhurst Group is keen to adapt and embrace a more agile way of working and we welcome conversations around flexible working arrangements.

Learning and development

All colleagues have access to job-related and professional development opportunities.

Eye tests

We offer free eye tests for all Display Screen Equipment (DSE) users and a contribution towards glasses when needed for DSE use.

DBS checks

We'll arrange and pay for any Disclosure and Barring Service (DBS) checks and renewals needed for your role.

Professional subscriptions

We'll pay 100 percent of the cost of any professional membership fees related to your role.

Additional benefits

Cycle to Work

Longhurst Group colleagues can purchase a bike and safety equipment via salary sacrifice (saving tax and NIC) through our cycle to work scheme.

Healthcare cash plan

We offer a healthcare cash plan, allowing you to claim money back for medical expenses throughout the year.

Financial education

All Longhurst Group colleagues have access to free financial education from the Centre for Financial Education. This includes group workshops and one-to-one sessions.

Employee Assistance Programme

All of our colleagues have access to a free Employee Assistance Programme which is available 24/7 and completely confidential, offering advice and support when it's most needed. This service also offers access to face-to-face counselling or cognitive behavioural therapy if required.

Mental health champions

We have trained mental health champions in all of our office locations, in case you need support.

Flu jabs

All colleagues can have an annual flu jab, free of charge.



Long service awards

We reward loyalty with generous rewards at 10, 20 and 30 years' service.

Colleague discounts

Longhurst Group colleagues can access discounts in local and national retailers and on gym memberships.

