

EMPLOYEE BENEFITS

# Comprehensive staff benefit packages

An award  
winning  
employer and  
workplace

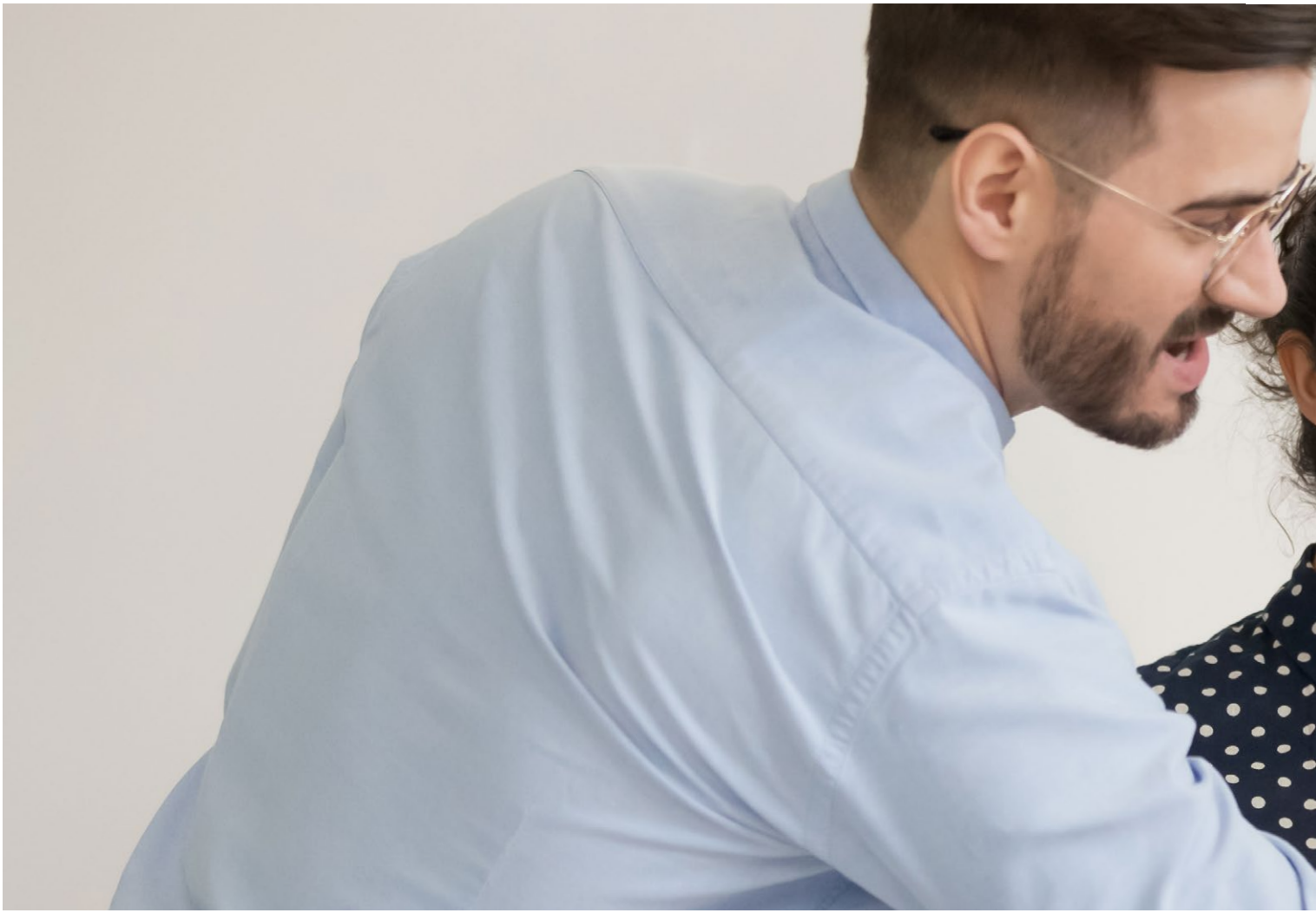


TH March was revealed as Top Insurance Workplace of 2020 & Top Insurance Employer of 2021 & 2023

 TH March

**INVESTORS IN PEOPLE**  
We invest in apprentices Silver

#TEAMTHM



# A rich and proud history

We are the largest firm of specialist jewellery insurance brokers in the UK and have been looking after jewellers and their customers since 1887.

**Discover  
how we reward  
our team on  
our website**

As experts in insuring valuable and treasured possessions such as jewellery and watches, we understand the trade and we use our experience and relationships with the aim of making claims hassle-free.

At TH March customer service is at the core of our culture.

Our success depends on attracting quality people **LIKE YOU** who will take a genuine interest in our clients so that we can continue to provide the broking service for which we are renowned.

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# An award winning employer and workplace

We provide an excellent working environment, competitive salaries and many other staff benefits. Discover the range available to T H March employees...

- Hybrid Working (After an initial training period)
- Good career prospects in a supportive environment that encourages role specific professional qualifications and CPD
- 25 days holiday plus bank holidays increasing to 30 days after 5 years service
- TH March was revealed as a Top Insurance Workplace of 2020 and Top Insurance Employer of 2021 and 2023
- An invitation to join our valuable Pension Scheme, with generous employer contributions
- Private Medical Insurance (currently BUPA) – includes access to referred mental health services
- Cash Plan Scheme (currently WPA) – can help you to cover the cost of everyday healthcare by reimbursing you for some or all of the cost of routine and/or unforeseen healthcare costs and appointments, plus Gym Membership discount
- Employee Assistance Programme – includes access to 24/7 counselling line and a variety of confidential tools for general health and wellbeing tips.
- Cycle to Work Scheme
- Training support and sponsorship to gain industry professional qualifications
- Monthly staff recognition Awards – March Star Awards. Nominated by staff for staff.
- 11% of the workforce are Mental Health First Aiders
- Staff Suggestions Awards – Bright Ideas
- Regular Pulse Surveys to ensure staff have a voice
- TH March has signed the Mindful Employer Charter
- TH March are recognised as Committed to being a Menopause Friendly Employer..

# A Raft of additional benefits

## WELLBEING COMMITTEE

Wellbeing Committee was established by employees in 2019. They meet monthly to discuss raising awareness and signposting information on various wellbeing issues. For example:

- Arranging various wellbeing webinars and training, e.g., resilience building
- Celebrating Employee Appreciation Day
- Yoga sessions in person and online
- Meditation, mindfulness and breathing sessions online
- Office breakfasts
- Table Tennis Competitions

## ESV

- Employer-supported volunteering gives staff the opportunity to volunteer during working hours and contribute time to make a positive difference within local communities.

## BENEFITS TO VOLUNTEERS

- Personal achievement and satisfaction from giving back to the community.
- Develops personal skills and enhances professional development.
- Increases staff pride in TH March Group.
- Office fun day out of the office.
- Generates a 'feel good factor'.
- Builds and strengthens relationships and provides networking opportunities.
- Boosts confidence.
- Increases social health and wellbeing.

## BENEFITS TO THE COMMUNITY

- Employee volunteers contribute time, skills and enthusiasm to get things done.
- Helps resource-scarce organisations deliver their services to the benefit of the community.
- Improves the lives of individuals within the community.
- Supports the development of robust and resilient societies.
- Staff are allocated one day (paid) per year (Jan-Dec) to volunteer.
- Can be taken as one full day or two half days.

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**OUR EMPLOYEE VOLUNTEERS CONTRIBUTE TIME, SKILLS AND ENTHUSIASM TO GET THINGS DONE FOR THEIR LOCAL COMMUNITY**

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## MENOPAUSE MATTERS

The HR Team established the Menopause Matters group in 2022.

- These drop-in sessions are held virtually every 8 weeks.
- All staff are welcome to join.
- Various speakers are invited to join the sessions to provide guidance and support and share knowledge.
- Topics discussed range from physical and psychological impacts of perimenopause and menopause, nutritional guidance, menopause in the workplace and supporting colleagues.
- TH March have been recognised as Committed to being a Menopause Friendly Employer by Henpecked.

## MINDFUL EMPLOYER

- TH March Group have signed the Mindful Employer Charter for Employers Positive about Mental Health
- The Charter is about recognising those employers who are working towards better mental health in the workplace, no matter where they are in their journey.
- The Charter is our pledge of commitment to prospective and current employees who experience mental ill-health.

## MENTAL HEALTH FIRST AIDERS

- Volunteers from our branches across the country have completed an intensive training course to give them the skills to support their own and others' well-being.
- The fully qualified Mental Health First Aiders (MHFA) have been trained to notice signs of mental ill health. They can then signpost colleagues to the right support at the right time.
- The team of TH March employees have now been awarded their MHFA qualification and are ready to help whenever they are needed. They have been taught how to listen in a non-judgemental way and break down barriers for people who are struggling with a range of different issues.
- Having our dedicated team of Mental Health First Aiders, as well as well as our Employee Assistance Programmes available to all TH March staff, means we can continue to work together through whatever challenges lay ahead.

