



Employee Benefits

UK Team



About

At Instant Impact, we're committed to our employees **mental and physical wellbeing** inside and outside of work.

That's why we've developed a variety of benefits using feedback from our team on benefits they would **genuinely value**.

Turn the pages of our benefits guide to learn more about what we have to offer.

The logo for Instant Impact, featuring the words "instant" and "impact" stacked vertically in a bold, blue, lowercase sans-serif font. The background of the slide features a large, stylized graphic of a book with white pages and a blue spine, positioned on the right side.

instant
impact

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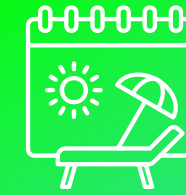
Health & Wellbeing

Our **Health & Wellbeing** Benefits are designed to support you inside and outside of work.

From flexible working, through to medical expenses, we're committed to ensuring our team have all of the **mental and physical support** they need.



Employee Wellbeing
Access a range of services, including a 24/7 confidential helpline & counselling sessions.



Additional Holiday Purchasing
The option to purchase up to 5 days additional holiday per year.



Enrichment Day
Enjoy personal time for relaxation, volunteering, or hobbies. Your day, your choice.



Annual Leave
Allowance 25 days holiday per year plus public holidays off business-wide.



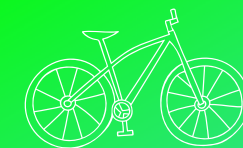
Private Health Care
Senior team members receive a private health insurance plan through Vitality.



Flexible Working
Build your schedule around clients and personal needs with our adaptable work hours.



Healthcare Cash Plan
With MediCash, you get cash back on health costs like dental and optical care.



Cycle to Work Scheme
Cycle to Work Scheme through Salary Sacrifice



Personal Development



Your Progression

Transparent performance-based progression and pay structure.



10% Improvement Time

Enhance yourself, client knowledge, or Instant Impact expertise each week through reading, training, coaching, external learning, etc.



Learning & Development

We're big on personal growth. Access internal & external training to boost your skills. Benefit from regular best practice sessions and coaching.



Bespoke Leadership & Management Programme

We have a bespoke Leadership & Management programme, designed and delivered in-house by our Learning & Development Manager to elevate your progression.



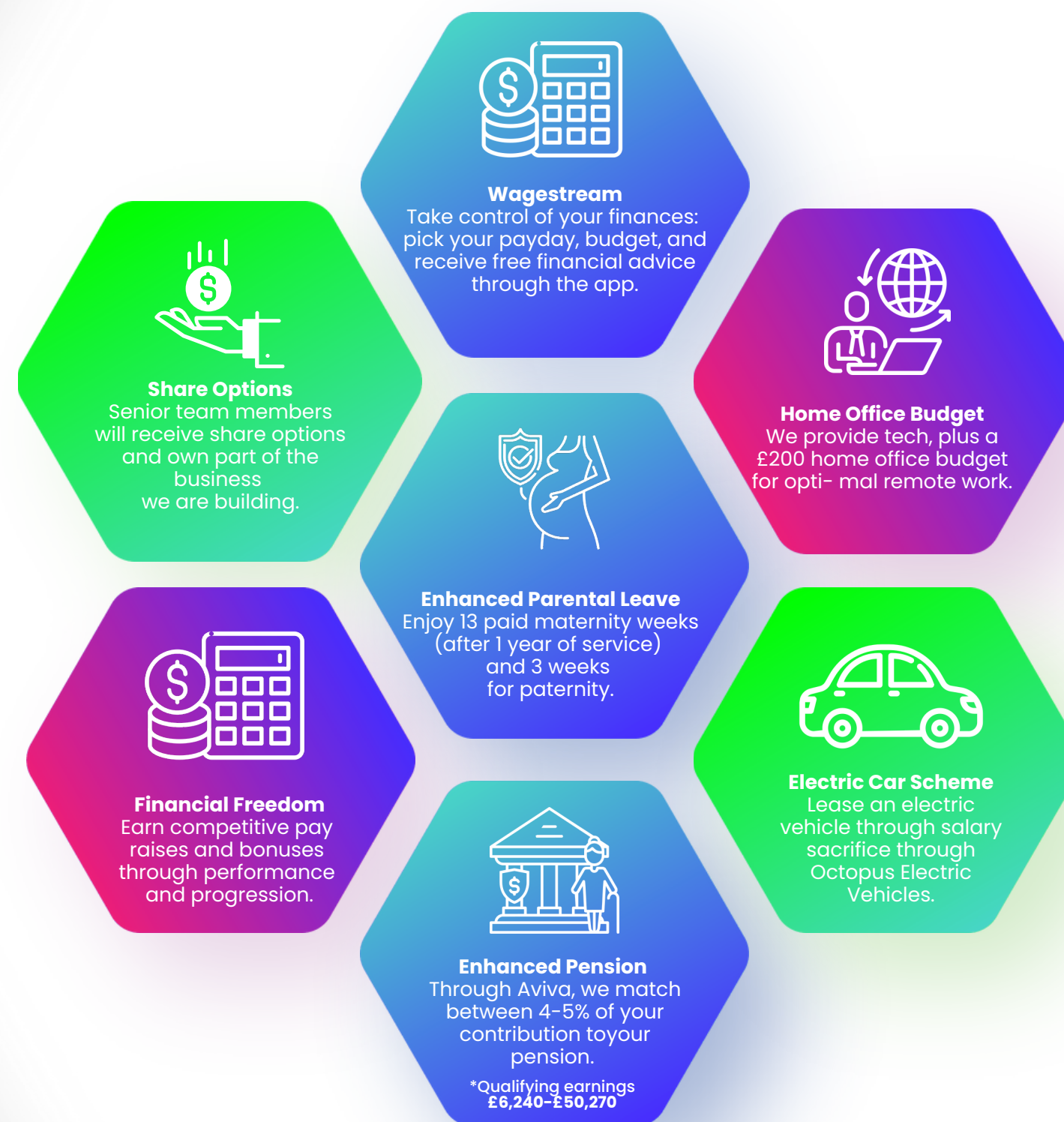
Annual Budget

Enjoy £500 to spend every year on training courses, qualifications, or anything else you need to grow.

Financial Wellbeing

Instant Impact are committed to providing **market-leading** remuneration packages and commission.

We operate with an **open door policy** and always encourage feedback. If there's something you'd value in our benefits guide, just let us know!



Social Wellbeing



Summer Conference

Every summer the business gets together for a day of team building and fun!



Social Events

Various Team Social events throughout the year.



New Child Gift

Spa day voucher for both parents upon welcoming a new child!



Monthly Incentives

Chances to win team dinners, UberEats vouchers, and so much more every month.



First Home Gift

£1000 toward buying new furniture or décor when purchasing your first home.



Engagement Gift

£100 celebratory dinner on us for you and your partner upon getting engaged.



Work Anniversaries

2+ year anniversaries are celebrated with a lunch with your Manager (or a gift if remote).



Recognition



Instant Recognition

Receive hampers, gift cards and more through our Instant Recognition Rewards!



Values Champions

Chosen by peers for embodying our values. Quarterly winner gets a dinner budget up to the value of £100.



Values Voyage

All Values Champions are in with the chance of winning a return flight to anywhere in the world!



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