



Benefits That Support You

**Perks You'll Love. Support You'll Feel.
A Future You'll Build.**

Why Compass?

At Compass, you're more than a colleague – you're part of a community that's genuinely changing lives.

We offer clear career development and growth, meaningful support, and real recognition for exceptional work.

Keep reading to find out what's in it for you.



Changing children's lives is what makes this role so rewarding, but the perks on offer are also a welcome bonus!

Compass colleague

Financial & Lifestyle Benefits

Salary Sacrifice Pension – You contribute 5% of your salary (or more if you choose), and Compass adds 4%, helping your pension grow faster while you save on tax and National Insurance.

Life Assurance – Our Group Life Assurance scheme pays a tax-free lump sum of three times your annual salary to your nominated beneficiaries, giving added peace of mind for you and your family.

Salary Sacrifice Benefits – Reduce your tax and National Insurance bill by exchanging part of your salary for benefits such as pension contributions, bikes and tech.

Medicash – Claim back the cost of everyday healthcare – dental, optical, face-to-face counselling and virtual GP appointments – with fast digital reimbursements that fit around your life.

Blue Light Card – Save with exclusive discounts at over 15,000 retailers across shopping, travel, dining and entertainment.

Octopus EV Scheme – Drive a brand-new or nearly new electric vehicle, including insurance, servicing, breakdown cover and a charger, through a tax-efficient salary sacrifice scheme.

Real Living Wage Employer – We're proud to be a Real Living Wage employer – committed to fair pay and ethical employment across the whole organisation.

Leave & Wellbeing

Enhanced Annual Leave – Start at 224 hours rising to 248 hours after four years – because we know how precious your time off is.

Birthday Off – Enjoy a full paid day off on your birthday every year. Because it's all about you.

Volunteering Day – Take one paid day each year to support a cause that matters to you, whether in your local community or within Compass.

Health & Wellbeing Day – Take a paid wellbeing day each year to support your physical, mental and emotional health.

Festive Half-Day – Take a paid half-day off to celebrate a festivity of your choice. However you spend it, the time is yours.

Recognition, Development & Growth

Clear Career Pathways – See exactly where you can go – whether that's building new skills, moving into a different area, or working towards your next promotion.

Supported Qualifications – We back you in gaining recognised, transferable qualifications that validate your expertise and align with industry standards.

The Values Awards – Nominated by your peers and chosen each month, winners receive a cash prize in recognition of the difference they make every day.

Cheers for Years – We celebrate loyalty. Receive a gift at your 2, 5 and 10 year milestones as a thank-you for your continued commitment to changing lives.