



# Mutuality and Me

Making Wesleyan a  
great place to work

**WESLEYAN**  
*we are all about you*

# WELCOME TO MUTUALITY AND ME

This interactive guide shows you what you can expect during your time at Wesleyan and what makes this a great place to work.

Wherever you are on your journey with us – whether you're a new starter or you've been part of the team for a while – we want you to feel at home here. We're a thriving mutual built on strong principles and committed to doing the right thing for our members, customers, communities and for you – our people. Part of our continuing success over the past 180 years is our ability to adapt and evolve, responding to the changing needs of the world around us while staying true to our principles and keeping our customers front and centre of everything we do.

To attract, engage and retain the right people we work hard to build the right culture and offer the right rewards. We've built Mutuality and Me under four key pillars that we believe truly represent the difference we can offer you:



Click on each of the icons to find out more

# Mutuality and Me



# BUSINESS BUILT ON PURPOSE

We have a clear purpose – to create brighter financial futures for the professions we all trust. This motivates us every day to help make a difference to the lives of people who make a difference to ours – doctors, dentists and teachers. We devote our energy, our capabilities, our passion and our time to truly understand what our customers want and to make sure we can help. We remain committed to our mutual values and put the needs of our customers, colleagues and communities ahead of short-term gain.

## Making a difference through Mutuality:

### Sustainability

Sustainability underpins everything we do because we know that we need to take action today to **protect the world** for tomorrow.

### Wesleyan Foundation

We're proud of our **charitable foundation** that donates around £1m each year to charities, community groups and good causes across the UK.

### Volunteering

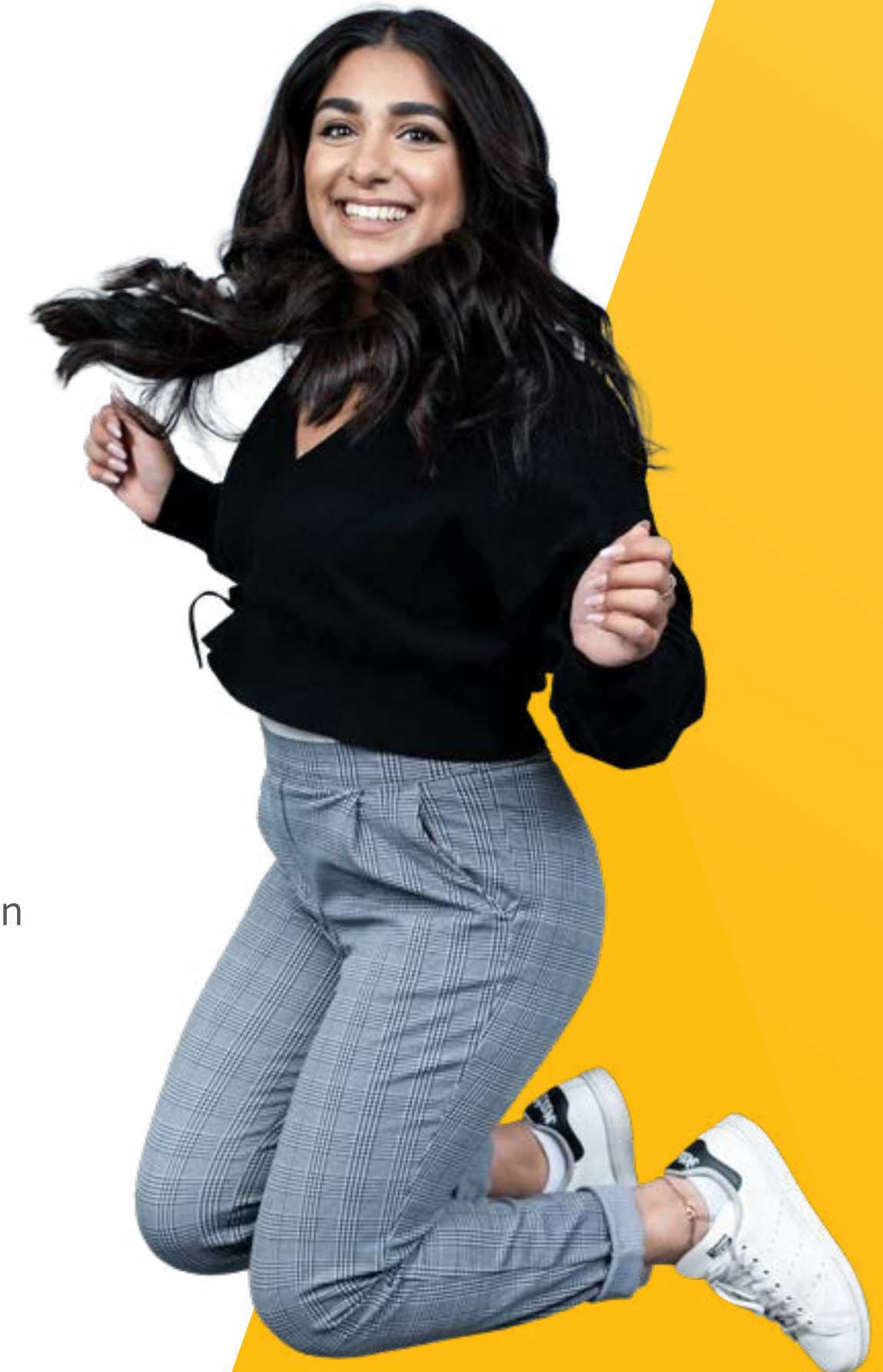
We help you to make the difference you want to see by offering **two volunteering days** so you can support causes important to you.

### Match Funding

We offer Match Funding of **up to £500** giving a boost to your fundraising activities. We'll also offer some support to your family and friends, as well as our customers.

### Society membership

Many colleagues become full members of the Society (through their employee pension or other qualifying product) unlocking access to our **Member Benefits programme**.





# REWARD & RECOGNITION

Creating brighter financial futures applies to colleagues as well as customers and we want you to feel valued for your contribution to our success. Our reward package is designed to fairly recognise you for the great work you do in delivering exceptional outcomes for our customers.

Click on the below visuals to find out more about our offerings:

Performance  
Related Pay



Pension  
Scheme



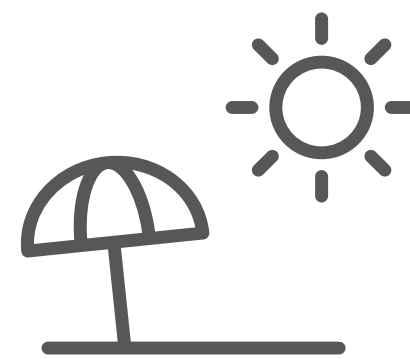
Life  
Assurance



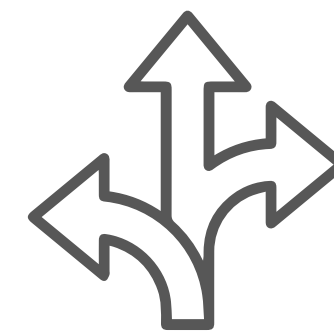
Bonus



Holidays



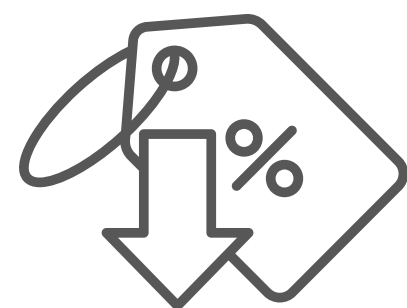
Flexible  
benefits



Discounts  
and rates



Cashback on  
the high street



Recognition  
scheme



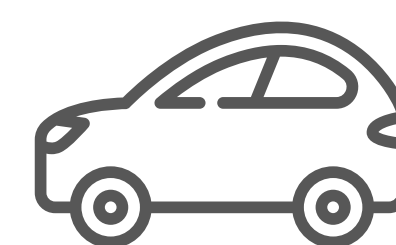
Wellbeing  
apps



Health  
benefits



Car  
Scheme





# PERSONAL & PROFESSIONAL GROWTH

Our size means you're able to make a real difference to our business and customers as well as achieve your career aspirations. From your very first day with us, we provide you with the tools and support you need to grow and the confidence to support our customers. Continuously enhancing your behaviours and capabilities will contribute to your personal growth as well as Wesleyan's success.

We all have a part to play in delivering our purpose of creating brighter financial futures for the professions we all trust. Working with your manager, you'll have clear objectives of what you need to achieve and how these link to our purpose. You'll also agree a development plan that will enable your career aspirations, and set wellbeing goals so that you're looking after yourself to perform at your best. We are building a culture where feedback and recognition is shared across the Group, making sure no great work goes unrecognised.

Click the numbers below to read more about our comprehensive development offering:





# FLEXIBLE & INCLUSIVE

We recognise you have a life and responsibilities outside of work, and we'll do our best to ensure you have the flexibility and support you need to balance your home and work life and we are happy to talk flexible working at any time.

What makes us different is also what makes us great. We want every colleague to feel welcome, supported and able to be themselves at Wesleyan. We're committed to building a truly inclusive workplace because we know diversity brings strength. It leads to better decision-making and it makes us more reflective of our customers and better able to understand their needs.

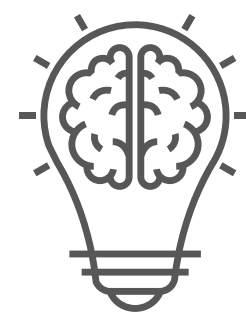
**Click on the logos below for more information on our work in this area.**



Family Friendly  
Policies



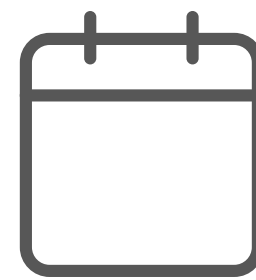
Employee  
Networks



Smart  
Working



Partnership  
Council



Culture  
Day



Committed to  
Inclusivity



Wellbeing





# Mutuality and Me

**WESLEYAN**  
*we are all about you*