



Benefits of Working with Impact Arts

Impact Arts aim to attract and retain the best possible people to work with us to realise our vision for a Scotland where everyone values and benefits from the power of creativity to transform lives and our mission to tackle inequalities in Scotland through creative engagement.

As a passionate organisation we care about our staff and have a range of employee benefits that make Impact Arts a great place to work.

Our Values

As a team of people we share the following values:

Our Values

Inclusive

We are non-judgmental and embrace diversity

Creative

We are artists, makers, thinkers and innovators

Kind

We are compassionate, caring and person-centered

Brave

We are bold and ambitious and embrace challenges

Fun!

We love to play and bring joy to people's lives

Glasgow & The West

Impact Arts,
105 Brunswick Street,
Glasgow G1 1TF
T: 0141 575 3001

mail@impactarts.co.uk
impactarts.co.uk

South West Scotland

Impact Arts 60 Bank Street
Irvine,
North Ayrshire, KA12 0LP
T: 01294 273 051

facebook.com/impactartsofficial
twitter.com/impact_arts



Salary and Financial Benefits

- Impact Arts are an accredited Living Wage Employer
- Employee salaries are benchmarked against the Scottish charity and arts sectors
- We are committed to providing a cost of living increase annually where possible
- Pension - 5% employer pension contribution with a flexible employee contribution (minimum 3%)

Work / Life Balance

We offer a number of policies to help support employees to achieve a work/life balance:

A generous Annual Leave policy:

- Staff are entitled to 20 days paid annual leave and 14 public holidays in each year.
- After 2 years' service this goes up to 25 days paid annual leave and 14 public holidays.
- These amounts are worked out on a pro rata basis for part time employees.

Impact Arts provides additional days off on the following occasions:

- Birthday treat: if your birthday falls on a week day that you normally work, take it off!
- On your big day, the company will give you a day off either on the day of your wedding or civil partnership or an agreed alternative day if it falls at the weekend
- Christmas Eve: if Christmas Eve falls on a week day, all offices are closed and this is given as an additional day off.
- We close over Christmas and New Year to allow all staff the chance to have a proper break.

We are Happy to Talk Flexible Working as outlined in our Flexible Working policy (applications considered on an individual basis). Live examples within our current staff team include compressed hours, annualised hours, home working and non-standard working hours. Staff are able to work remotely and have the ability to choose to work from different offices where appropriate to their role. We have a flexible working day as standard.

It is our policy to provide 'other leave' acknowledging when an urgent and exceptional domestic situation or personal crisis arises. Staff are also supported to attend important family events which fall in the working week.

We pay an enhanced Sick Pay policy from the day you start work with us.

Time Off In Lieu (TOIL) is provided under agreement for any additional hours worked.

Health and Wellbeing

Impact Arts provides access to:

- Free and confidential Employee Assistance Programme provided by PAM Assist.
- As well as the Counselling service, Impact Arts also has a supervisor in place to support our Child Protection Officers and any staff who are involved in any child protection disclosures.
- Access to tea, coffee, water and free fruit in all offices.

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Professional Development

- Continuous professional training (in agreement with management and relevant to role).
- Annual appraisals and 6 month reviews alongside regular support and supervision with line manager.
- Recognition of talent and development of staff internally should the opportunity arise.
- Opportunity to learn and expand your skillset into new areas.
- Lunch & Learns where speakers are invited to share their learning and journey with the team.

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