

Belonging At PowerON

1 Introduction

This document is a visually accessible version of a video, available on our YouTube channel with other video content at <http://www.youtube.com/PowerONPlatforms>. It is designed for simplicity and to be read by screen readers.

A narrated version of the video is also available on YouTube if you would prefer this.

Choosing a new role is a big decision – one that you have to get right. Why would you trust PowerON with your next career step? Take a few minutes of your time to explore what it means to belong at PowerON and we hope you'll see how you could thrive with us.

We think about belonging at PowerON in 8 categories: Joining Us, Learning, Wellbeing, Management, Team and Culture, Reward & Benefits, Reputation and Our Impact.

This document talks about each in turn.

2 Joining Us

When you join us, you can expect:

- Personalised inclusive onboarding: we'll understand what you need, and work with you to plan your onboarding and induction in a way that adapts to your needs.
- Welcome: a warm welcome, with people going out of their way to help you settle in and learn what you need to know.
- Team: you're part of the team from day 1.
- Support & structure: the support, structure and process you'll need to get up to speed and succeed in your role.

3 Learning

- Qualify: Be supported to earn industry-recognised certifications, and get the practical experience to make your qualifications worthwhile.
- Be recognised: Compete for our annual Learner of the Year award, and have your achievements publicly celebrated by colleagues throughout the year.
- Access Learning: Learning is an integral part of every role at PowerON – it's how we maintain our market-leading expertise.
- Progress: Develop and progress your career – explore our career case studies on the website to find out how others have grown their careers with PowerON.

4 Wellbeing

Wellbeing is a central part of our culture.

- Wellbeing is a core part of conversations with your line manager.
- We have stigma-free, pragmatic conversations about mental health.

- Qualified Mental Health First Aiders are on hand to support.
- Wellbeing benefits include counselling, confidential advice and a healthcare cashplan.

5 Management

We know that how you are managed matters. So here's what you can expect from us.

- Relationships: we'll manage you as an individual, not as a number.
- Coaching: we have a growing coaching culture throughout PowerON to enable and empower.
- Weekly check-ins: weekly activity and wellbeing check-in to keep us all on track.
- Monthly one to ones: monthly one to ones with your manager to discuss your development and the bigger picture.
- Personal growth: everyone is encouraged to progress in their role and to their next one.
- Monthly update: we hold a monthly all-company update for transparency and direction.

6 Team and Culture

Where and when we work is a hot topic at the moment. Our offering includes:

- Genuine flexibility on location and the tech to support it.
- Trust – we trust you to work hard and do your best, wherever you are.
- You have flexibility around start and end times built into your contract, taking customer requirements into account.
- Getting together as a whole company twice a year for fun – it keeps our relationships strong.

We also think how we work is incredibly important.

Our values are woven into everything we do – these are:

- Quality
- Communication
- Teamwork
- Responsibility
- Recognition
- Learning

We have signed up to the Disability Confident scheme, and are proud to be a Disability Confident Employer. We believe we are better because of our differences, and adapt to be sure we can all excel.

Fundamentally, we hold integrity at our core, and are guided by doing the right thing, for customers and employees alike.

And finally – we actually like each other, and genuinely have fun together as a team!

7 Reward and Benefits

Our reward and benefits package is designed to support wellbeing and your life outside work. We divide these into three categories – our core “security, wellbeing & career” benefits, allowances relating to time away from work, and our adjustable “my life” package.

In our “security, wellbeing & career” benefits, everyone receives:

- Salary reviews which are fair, timely and carried out at least once a year. We consider cost of living, the market and your performance.
- Life assurance and income protection policies.

- A choice of 2 pension contribution levels to suit your preferred saving plans.
- A healthcare cashplan covering everyday health costs.
- Employee assistance programme including counselling.
- Discounts portal covering travel, shopping, restaurants and more.
- Access to professional certifications
- Access to a salary sacrifice electric vehicle lease scheme (after probation)

In time away from work, you can expect:

- Annual leave allowance starting at 25 days and increasing to 28 over time
- Two days' volunteering leave per year.
- 2x flexible bank holidays to reallocate to religious holidays of your choice
- Holiday trading scheme – buy or sell up to 3 days per year
- Enhanced Paternity leave – 2 weeks paid + 2 weeks statutory
- Enhanced Maternity / Adoption leave – 3 months full pay, with the remainder statutory

After probation, your adjustable 'my life' package kicks in, in the form of a personal benefits budget, where you can choose from options including:

- Private medical insurance
- Dental cashplan
- Upgrades/partner coverage for healthcare cashplan
- App/life subscriptions to support your personal interests
- Charity donation to one of our employee-selected charities
- Pension-top-up

Beyond this, we love to celebrate, and you can expect:

- Annual awards to celebrate achievement and the year's most entertaining moment.
- Peer recognition – be thanked with weekly Kudos nominations, and be in the running for Colleague of the Month!

8 Our Reputation

- We are a small business working with global organisations – check out our case studies on the website to see what our customers say about us. We work with organisations including Cats Protection, Reckitt Benckiser, the Coop, NHS Camden and Islington and many more.
- Don't just take our word for it – we seek accreditation where it adds value, and demonstrate our credentials through a range of external standards. We hold a Cyber Essentials Plus certification, as well as ISO27001 (Information Security) and ISO9001 (Quality).
- We work closely with industry-leading partners such as Microsoft, recognised through our partner status. We are Microsoft Solution partners in Modern Work, Security, Infrastructure and Azure, with Advanced Specialisations in Modernize Endpoints, Identity & Access Management and Azure Virtual Desktop.
- Last but not least, we were finalists in the Overall People Experience category in the British HR Awards 2022, based solely on feedback from the team!

9 Our Impact

We're always working to reduce our environmental impact, and are carbon-positive through our partners Ecologi. In 24 months we've achieved 652.56t of carbon reduction, and planted 8,854 trees so far!

We give back where we can through charity fundraising, including running the York Marathon for York Mind, and every team member has 2 days per year to use for volunteering commitments.

We're committed to promoting ethical business practices to prevent workers from being exploited – read our Modern Slavery Statement on the website to find out more.

10 What do our team like about working for PowerON?

Here are some direct quotes to give you an idea of what our team like about working for PowerON:

- The people and community
- It's nice that we sell what we actually think would be useful and have principles and standards that we genuinely uphold
- Felt very trusted even from the first day and throughout lockdown despite being a newer team member
- It's a trusted and safe environment to express your thoughts and ideas
- It feels like people are genuinely 'in it together' most of the time
- The pace at which we can make a decision and make things happen
- Culture, recognition, wellbeing focus, learning
- Management is understanding of time and allows flexible working patterns
- A place that treats its teams with respect, focuses on delivering quality, and we work together to drive forwards
- The integrity and desire to do a great job
- Supportive team mentality
- Passion to achieve
- Employees have a voice

11 What next?

So this is what we think belonging at PowerON really means.

Have you heard enough? Do you want to know more?

Get in touch.

You can email on HR@poweronplatforms.com

We're on Twitter @PowerON_UK

Visit the website – www.poweronplatforms.com

Or our YouTube channel at www.youtube.com/PowerONPlatforms

Or we are on LinkedIn – www.linkedin.com/company/poweronplatforms.com

We can't wait to hear from you.