

Cromwell Hospital

Your health & wellbeing benefits



Contents

01

Healthier Bodies

24/7 Anytime HealthLine
Gympass
Cycle to Work
Flu vaccine
Travel vaccination discount
Eye tests

02

Healthier Minds

Our mental health approach
Personal Energy
Healthy Minds
Be. Me App
Family Mental HealthLine
Financial wellbeing Support
for carers

03

Healthier Places

Healthy work settings

04

Healthier Culture

Bupa Staff Health Trust (PMI)
Be.Well Plans (Health Assessments)
Be.Me App
Babylon – GP on your mobile
Dental insurance
Be You at Bupa network
Our people making the difference
Health & Wellbeing Support for
Managers
Onsite benefits

01

Healthier Bodies.

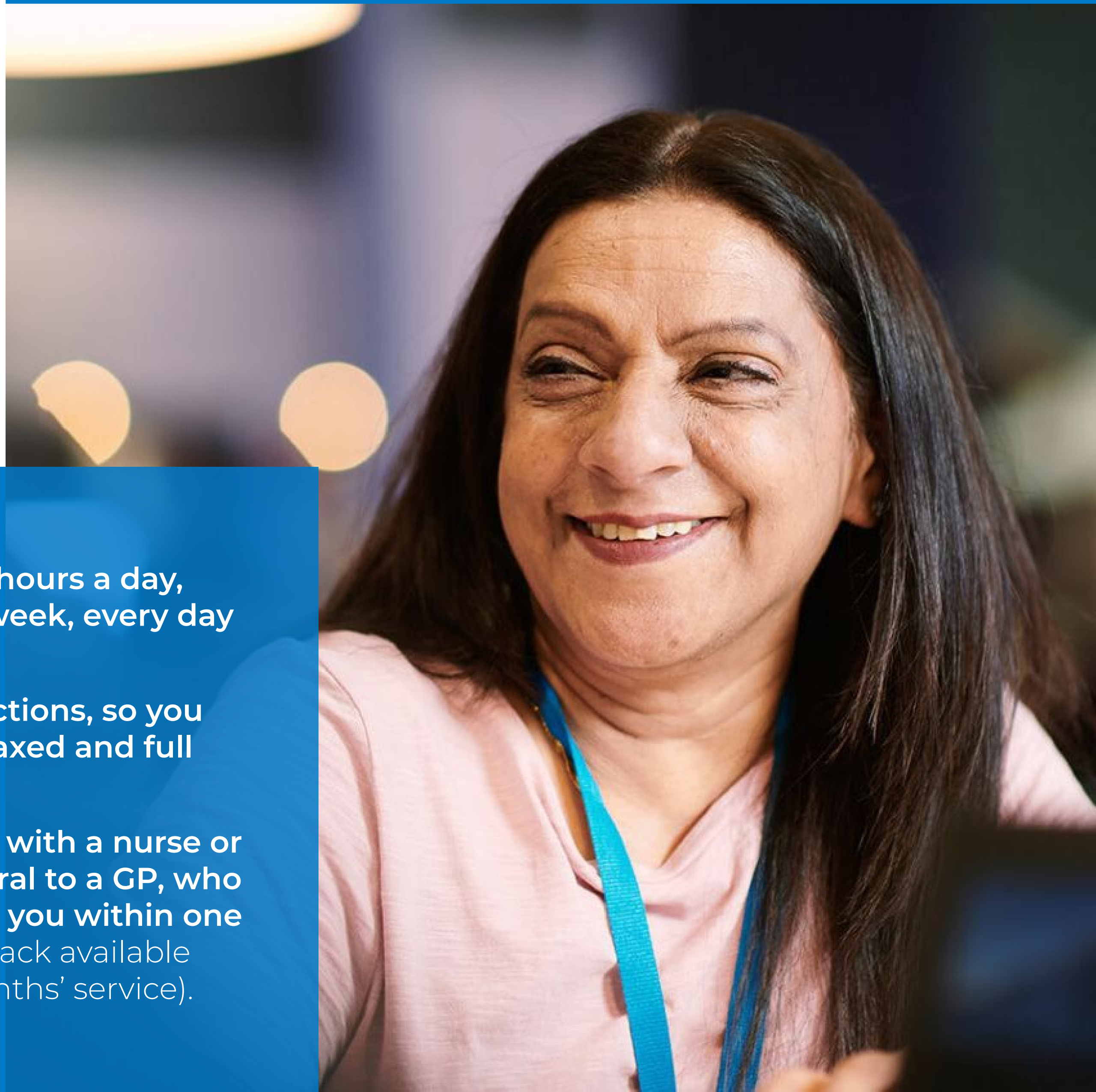
- 24/7 Anytime HealthLine
- Gympass
- Cycle to Work
- Flu vaccine
- Travel vaccination discount
- Eye tests

24/7 Anytime HealthLine 0345 600 2007

Our Anytime HealthLine is a completely confidential, round-the-clock service with unlimited telephone consultations. It enables you to access advice from health professionals from the comfort of your own home or wherever you may be.

It's not just for if you're feeling unwell, either. You can also call our Anytime HealthLine for advice on how to stay healthy in your day-to-day life, with help on a range of topics, including quitting smoking.

- **Accessible 24 hours a day, seven days a week, every day of the year**
- **No time restrictions, so you can have a relaxed and full consultation**
- **Speak directly with a nurse or receive a referral to a GP, who will aim to call you within one hour** (GP call back available after three months' service).



Gympass

Gympass is our fitness partner, offering you and your family unlimited access to live-streamed group classes, 1-to-1 personal training sessions, a network of fitness providers and health and wellbeing apps, all with one single flexible membership.

With Gympass you can now help your wellness journey for free. You can use 5 apps for free and join live online workouts too.

To explore Gympass and discover what's available in each plan, you'll need to create a free account by visiting www.gympass.com/uk. We've also created an FAQ sheet – go on, have a look and see how Gympass can help support your health and wellbeing.

How to access

1. Download the app on your smartphone or go to www.gympass.com/uk
2. Create a free account with your work email & Workday/Payroll ID letters plus BUPA in front - for example BUPA123456

If you have any log in issues try the Gympass helpdesk or email healthier@bupa.com

There are no joining fees, no cancellation fees, and no strings attached. You can add up to 3 family members too.

[Gympass FAQs](#)

Access to fitness providers

There are more than 2,000 venues on the network in the UK alone. You can visit firm favourites like DW Fitness First and Bannatyne's Health Club and Spa and many local leisure centres, as well as trying new activities like yoga, martial arts and Pilates at hundreds of independent studios.

Live online classes

With Gympass you can join live-streamed classes online from fitness providers across the UK – including DW Fitness First, Frame, Barry's Bootcamp, F45 and many more...

Live online Personal Training sessions

Fancy a bespoke workout? Book a session with one of our PT partners – everything from HIIT training to Pilates. They'll ask you what you're looking for, what you want to work on, and whether you're a beginner or a pro. If you don't have any equipment, that's not a problem – you'd be surprised at how many household items double up as weights and resistance bands!

Health and wellbeing apps

Gympass gives you access to 50+ apps, many of which offer a range of on-demand workouts, kids activities and running and training programmes too.

Cycle to work

To help you take up a cost-effective, healthy and environmentally-friendly way to commute to work, Bupa provides the Cycle to Work scheme. It allows you to lease a bicycle and important accessories for 12 months, after which Bupa may transfer ownership of the bike and equipment to you as a gift (this would then be taxable). **Visit our Cycle to Work scheme page for more information.**

Look out for more information about when our next window opens.

What is the Cycle to Work scheme?

Bupa's Cycle to Work scheme allows you to lease a bike and/or accessories for 12 months using our salary sacrifice scheme, so the cost of the lease will be deducted from your salary each month. You won't pay income tax or national insurance on the price of the new bike, so you could save up to 32% or 42% depending on your marginal tax rate.

Who's eligible?

All permanent UK employees are able to apply. You can apply if you've used the scheme before; just make sure that you use the bike for either part of, or all of your entire journey to work.

How much does it cost?

Your monthly cost will depend on the price of the bike that you decide to lease. Our partner, Cycle Solutions, have a large selection of bikes online, and even work with local bike shops, to ensure there is plenty to choose from to suit your budget and needs.

How can I join?

We are looking to open regular windows, rather than just once a year. Email healthier@bupa.com for any questions. Please take a look at the **FAQs** for more information on eligibility, and how to sign up.

Need more help?

Call Cycle Solutions directly on **0330 100 2480**

Flu

Each year we give people the opportunity to receive a free flu vaccination.

Our flu programme takes place every year within the hospital. Vaccinations are administered by our very own nurses, which gives you greater flexibility and opportunity to ensure you're covered.

Information regarding the flu programme will be sent out via local comms channels.

Help prevent the spread of viruses

It's important to remember that the good hygiene and social distancing habits that help to protect us from COVID-19 will also help protect us from catching the flu virus.

- Regularly wash your hands thoroughly with soap and water and use antibacterial gel
- Keep a safe social distance from other people, at least 2 metres, more if possible
- Follow the guidelines for wearing face masks
- Always cover your mouth and nose if you sneeze or cough, use a tissue and dispose of it in a bin

About the flu vaccination

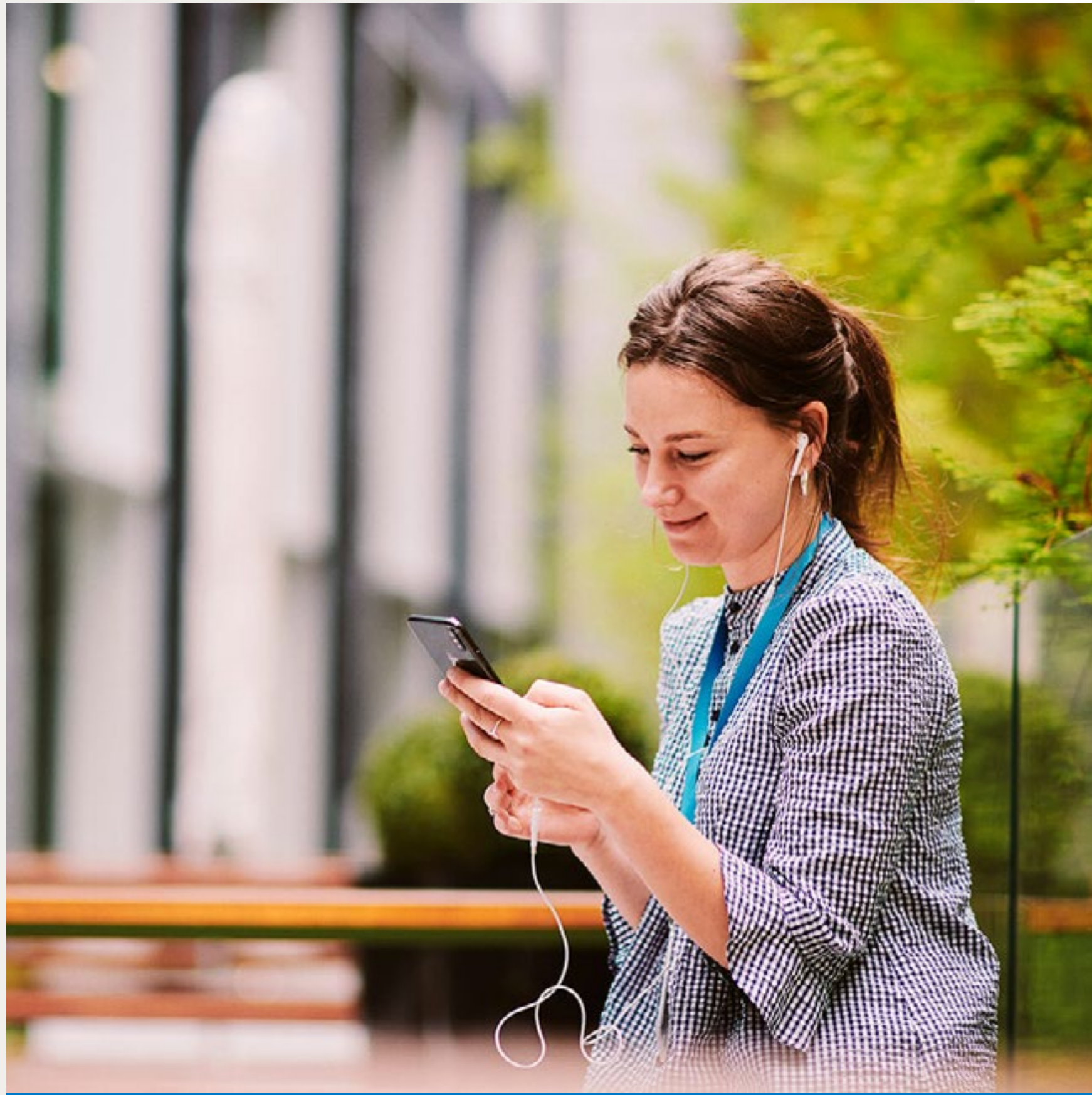
The flu vaccine stimulates your body's immune system to make antibodies to attack the flu virus.

Antibodies are proteins that recognise and fight off germs, such as viruses, that have invaded your blood.

If you're exposed to the flu virus after you have had the flu vaccine, your immune system will recognise the virus and immediately produce antibodies to fight it. It may take 10 to 14 days for your immunity to build up fully after you have had the flu vaccine.

If you'd like to know more about how the flu vaccine can protect you, read more [here](#) or if you want to talk to someone about whether a flu vaccination is right for you then please call the free

**24/7 Anytime
Healthline on
0345 600 2007**



Travel vaccinations

Bupa employees can get 10% off with MASTA (Medical Advisory Service for Travelers Abroad)

Simply call **0330 100 4200** and say you work for Bupa to book an appointment.

Please take your Bupa pass/proof of employment with you to prove this.

Visit www.masta-travel-health.com/

Eye Test

If you regularly use display screen equipment (DSE), you could be eligible for a free eye test and, if you require glasses solely for DSE use, Bupa will contribute towards the cost.

[Eyecare FAQs](#)[Eye test form \(Salford Quays payroll\)](#)

02

Healthier Minds.

- Our mental health approach
- Personal Energy
- Healthy Minds
- Be. Me App
- Family Mental HealthLine
- Financial wellbeing
- Support for carers

Our Mental Health Approach

Life's full of ups and downs.

We can't change that, but what we can do is help everyone at Bupa feel supported every step of the way. Our mental health approach brings together a wide range of support available to all of us.

[Our mental health approach](#)

[Visit the mental health hub to find out more](#)



Personal Energy

Personal Energy is Bupa's own wellbeing programme. It's about taking good care of a few important things in your life that are key to your own personal wellbeing. We deliver Personal Energy to our own people and with the support of the Bupa Foundation we've been delivering it to educators and charities too.

There's a couple of ways you can experience Personal Energy. Why not arrange a team workshop - to do this, have a chat with your manager, then contact your local PE Lead who can let you know the next steps.

If experiencing Personal Energy as a team isn't possible, you can book onto a pre-arranged workshop. To find out when the next workshop is in your area, contact your local PE Lead at the links below. It's always best to check with your manager before booking on.

If you'd like to experience Personal Energy you can book on a virtual session by visiting **GROW**.

Visit Grow to find out more about how you can utilise Personal Energy.



Healthy Minds

0345 600 2007

Healthy Minds is a 24/7, confidential, free service for you and your immediate family (over the age of 16 and living at the same address). It's there for any challenges that you may face at home or at work, such as health, relationship problems, stress or bereavement. The team can also provide information and support on employment, financial and legal matters.

Talking about a concern can be the first step to turning things around. When you call the Healthy Minds phonenumber, you'll speak to someone who's trained to listen and will keep your conversation confidential; we won't tell your manager or anyone else that you've called, unless we think yourself, or someone else, may be at risk and are legally obliged to do so. Should this be the case, we'll do everything we can to talk this through with you first.

- **If you need more support, up to six telephone or face-to-face counselling sessions can also be arranged.**
- **If you're a people manager dealing with an issue in your team, the Healthy Minds service can provide you with support and advice.**





Family Mental HealthLine

We recognise that parents and carers are uniquely positioned to observe changes in a young person's behaviour. And we want to offer the support they need when something isn't right. Our Family Mental HealthLine is a dedicated service for parents and carers who are worried about their child's mental health and wellbeing. Trained advisors and mental health nurses will be available to listen to any concerns and give advice and guidance on what to do next.

**The Parents Mental HealthLine is available
8am – 6pm Monday to Friday on 0345 600 2007.**

Financial Wellbeing – Bupa Benefits

At Bupa, wellbeing is about more than just health, it's about everything that you need to be at your best. This includes financial stability and having access to the support you need.

We recognise that people may be facing some financial challenges. We also recognise that it can happen to anyone at any time. As an employer we want our people to have the tools, advice and support they need to help them with any financial issues or decisions they face.

We could all do with learning more about our finances – whether that's knowing what your credit score is, and why it's perhaps low or simply understanding ways you can save for the future or an event like Christmas.

We understand that financial stress can have a significant impact on people's mental and physical health too. This is why financial wellbeing falls within our overall mental health approach.

We want you to love working at Bupa and appreciate that there are occasions when you may need financial support.

Discounts

Who doesn't love a bargain! Did you know that as a Bupa employee you can access exclusive discounts.

Simply **register with Xexec** to start getting some great bargains!

Xexec provides a wide range of retail, leisure and travel discounts, such as; Sainsbury's, Apple, M&S, Virgin Media and GAP to name a few.

Rental deposit loans

Apply for a rental deposit loan to help pay your rental deposit when moving into a privately rented home.

Repayments will be deducted from your salary in monthly installments. To find out more visit our Payroll Services Hub **here**.

Employee emergency loans

Emergency loans are available where there is an unexpected and significant financial outlay, or you need to meet the cost of an unexpected event. To find out more please visit our Payroll Services Hub **here**.

Season ticket loans

Commuting to work can be expensive. Bupa can provide eligible employees with an interest free Season Ticket Loan to enable the purchase of public transport annual season tickets. To find out more please visit our Payroll Services Hub **here**.

Financial Wellbeing - Support

Healthy Minds 0345 600 2007

You can access both mental health and financial wellbeing support from Healthy Minds, which all employees have access to from day one.

Simply call **0345 600 2007** and speak to one of our qualified counsellors who will confidentially speak to you about your worries and ensure that you're connected to the financial support you need.

It's really important that you're able to speak to someone about anything that is worrying you. By contacting Healthy Minds you can not only seek the financial support you may need but have someone to discuss how you're feeling with too.

Neyber (now part of the Salary Finance Family)

Money can be complicated, and for that reason many of us don't like to think about it. Neyber is our financial wellbeing provider who could help you worry less about money by making it simple.

Through Neyber, you have access to: Money insights - an online financial education hub including articles, tools and calculators to help you manage your money better.

Loans repaid through salary - loans at affordable rates with higher acceptance than banks. A lower-rate loan could help you save money by paying off more expensive debt or allow you to pay less interest if you need to borrow money for a car, home improvement or unexpected expense. Representative Rate 9.9% (APR fixed).

Could Neyber help you to save money on debt repayments or show you the best way to build an emergency fund? To join the community, visit: neyber.co.uk/bupa

Leeds Credit Union

Leeds Credit Union (LCU) is a not-for-profit co-operative providing straightforward, affordable financial services. As a mutual, there are no shareholders, so it is owned by its members and always has the interest of members at the heart of everything it does.

LCU pride themselves on providing members with the most appropriate services based on their circumstances.

To find out more [click here](#)

Wagestream

Wagestream is a great alternative to having to resort to loans, credit and high interest charges. It will offer our people the choice to be in control of when they access their earnings to help make things a little easier during times of financial stress.

Pensions (saving for the future)

We recognise that helping our people save for retirement is important if they are to live longer, healthier, happier lives. As an employee of Bupa, you may be eligible to join one of our Bupa pension plans (applicable to your specific business area). If you choose not to (or you're not eligible to) join a Bupa pension plan, you may be automatically enrolled into our workplace pension scheme with NEST.

To find out about joining a Bupa pension plan, take a look at [Pensions - How to join](#).

Financial Wellbeing Additional support

There are some great websites where you can find help and support regarding your finances. Why not take a look at some of the ones we have listed below.

Citizens advice

Money Saving Expert

MIND

Money Advice Service

HMRC

ReThink



Support for Carers

Childcare Vouchers

The UK government has now implemented a new childcare voucher scheme – Tax-Free Childcare. Parents had until 4 October 2018 to join the current Bupa childcare voucher scheme.

After 4 October 2018, the childcare voucher scheme closed to new applicants. You may however, be eligible for the new government scheme Tax-Free Childcare.

For further information on what has changed and who is eligible to join the new scheme please click [here](#).

New parents

For new parents, we are part of Tommy's Pregnancy at Work Scheme. Tommy's has expertise to support you, your manager and your partner/family on a variety of pregnancy-related matters. Tommy's Pregnancy Line has experienced midwives who can advise on lifestyle and diet throughout pregnancy, and provide counselling and advice on care and treatment if your pregnancy doesn't go to plan.

Call 0800 0147 800 (Monday to Friday, 9am to 5pm) **or email info@tommys.org** (Please inform them that you work for Bupa when you make contact)

Tommy's also has a member's community, where employees and managers can access information and download pregnancy at work guides – covering a range of topics, such as: how to best manage your pregnancy at work, tips on communications, and having a healthy pregnancy whilst working.

Username: [PregnancyBUPA](#)

Password: [BUPA](#)

Caring for elderly relatives

With hundreds of Bupa nursing and residential care homes across the UK, we can also offer a wide range of personalised care services, both long and short-term.

Whether you're just starting to think about care, need help understanding how to pay for care, or need advice on choosing the best type of care (either in a Bupa care home or elsewhere), our free Elderly Care Support Line is here to help you make the right decisions for you and your family.

Call the **Elderly Care Support Line on 0370 218 8946**

We may record or monitor your calls.

03

Healthier Places.

- Healthy work settings

For all Health & Safety policies, guides and information please visit [our pages](#) on People Place.

Healthy work settings

Ways of working at Bupa

We want to make Bupa a great place to work by offering flexibility and choice in our ways of working where possible, so you are able to be your whole self at Bupa, love working here and deliver great outcomes for our customers and business.

Visit our [Ways of Working Hub](#) which provides guidance and support about our ways of working at Bupa, whenever and wherever you are working from.

Health & Safety At Bupa

Bupa is committed to ensuring the health, safety and wellbeing of all of our people: those who work for us, are cared for by us or can be affected by our actions. We have an internal team of safety practitioners that help steer the business and support our managers at every level of the organisation. To find out more visit [Health & Safety on People Place](#).



04

Healthier Culture.

- Bupa Staff Health Trust (PMI)
- Be.Well Plans (Health Assessments)
- Be. Me App
- Babylon – GP on your mobile
- Dental Insurance
- Be You at Bupa network
- Our people making the difference
- Health & Wellbeing Support for Managers
- Onsite Benefits

Bupa Staff Health Trust

You can choose to opt into the Bupa Staff Health Trust after three months at Bupa.

New joiners are sent all the information needed when starting and should contact the Health Benefits Team on;

E: healthben@bupa.com, T: 0345 600 2007 if you have questions.

All eligible colleagues will receive reminder communications for the annual renewal window, which happens from mid-May to mid-June. This window is when colleagues can opt in, renew or cancel their Trust membership.

Changes outside the annual renewal window can only be accepted in the event of major life events.

By choosing this option, you'll get:

Staff Health Trust membership that is free from medical underwriting for all Bupa employees, meaning all pre-existing conditions are covered, for you and any dependents on your policy

- Access to Babylon Virtual GP
- Cover for tests, diagnosis, eligible treatment and aftercare as an outpatient or in hospital
- Bupa Mental Health Advantage
- Our Cancer Direct Access service
- Cover for gender dysphoria
- Access to proven eligible drugs and treatments
- Fast help with muscle, bone and joint problems. You can speak to a physiotherapist quickly with direct access to our telephone physiotherapy triage line and, if clinically appropriate, will also be referred for face-to-face physiotherapy. You can also be referred for treatment via your own GP
- Quick telephone access to specialists and fast advice on symptoms
- Access to a choice of recognised consultants
- Overseas emergency treatment

What's available?

The option available for the private health cover for 2021/2022:

- Bupa Staff Health Trust, with a £250 co-pay (per year, per life covered).

Staff Health Trust FAQs

Bupa Staff Health Trust with £250 co-pay applied

Who's eligible?

Permanent employees who have been with us for three months. However, there are a few exceptions to this:

- If you're senior management Level D or above, you can apply from day one.

Partners living at the same address and children up to the age of 24 can also be members (additional costs apply).

If you're eligible, and would like to join or leave the Bupa Staff Health Trust, you can do this by completing and returning the form in your offer pack by making your selection during the annual review window. You'll need to pay the benefit in kind tax and, if appropriate, any contribution costs for the cover you have chosen.

Please read through the FAQs document to help you decide what cover is right for you and see the Bupa Staff Health Trust annual renewal window section for more information on joining, leaving, and making changes to your cover.

Changes to your cover

Changes outside of the annual renewal window can only be accepted in the event of major life events. The Health Benefits Team must be notified within three months of any changes.

- Birth of a child (when added within three months from the date of birth)
- Marriage (when added within three months from the date of the wedding)
- Partner now living at the same address (when added within three months of them moving in)
- Death of a dependant
- Separation or divorce from a partner (when removed within three months of the separation/divorce)
- Leaving Bupa

Please read through the FAQ document for further information.

Be.Well Plans

Our health and wellbeing should be a priority and our Bupa Be.Well plans empower you to take control of both your physical and mental health.

Every individual is unique and in order to provide a truly personalised journey our plans have been designed with inclusivity in mind.

Our Be.Well plans make sure that you get a holistic experience which supports both body and mind.

There are two assessments most people are eligible for;

- **Be Ready** (aimed at people under 40)
- **Be Reassured** (aimed at people over 40)

All Bupa health assessments include:

- Physical examination
- Consultation with a Bupa doctor and personalised health report
- Test results available on the same day in most cases
- Practical action plan with advice to help minimise future health risks

If you're eligible to join the Bupa Health Trust, you can have a free health assessment every two years (or as stated in your contract). You can take up your health assessment after six months with us, unless your contract of employment states otherwise.

Discounted health assessments

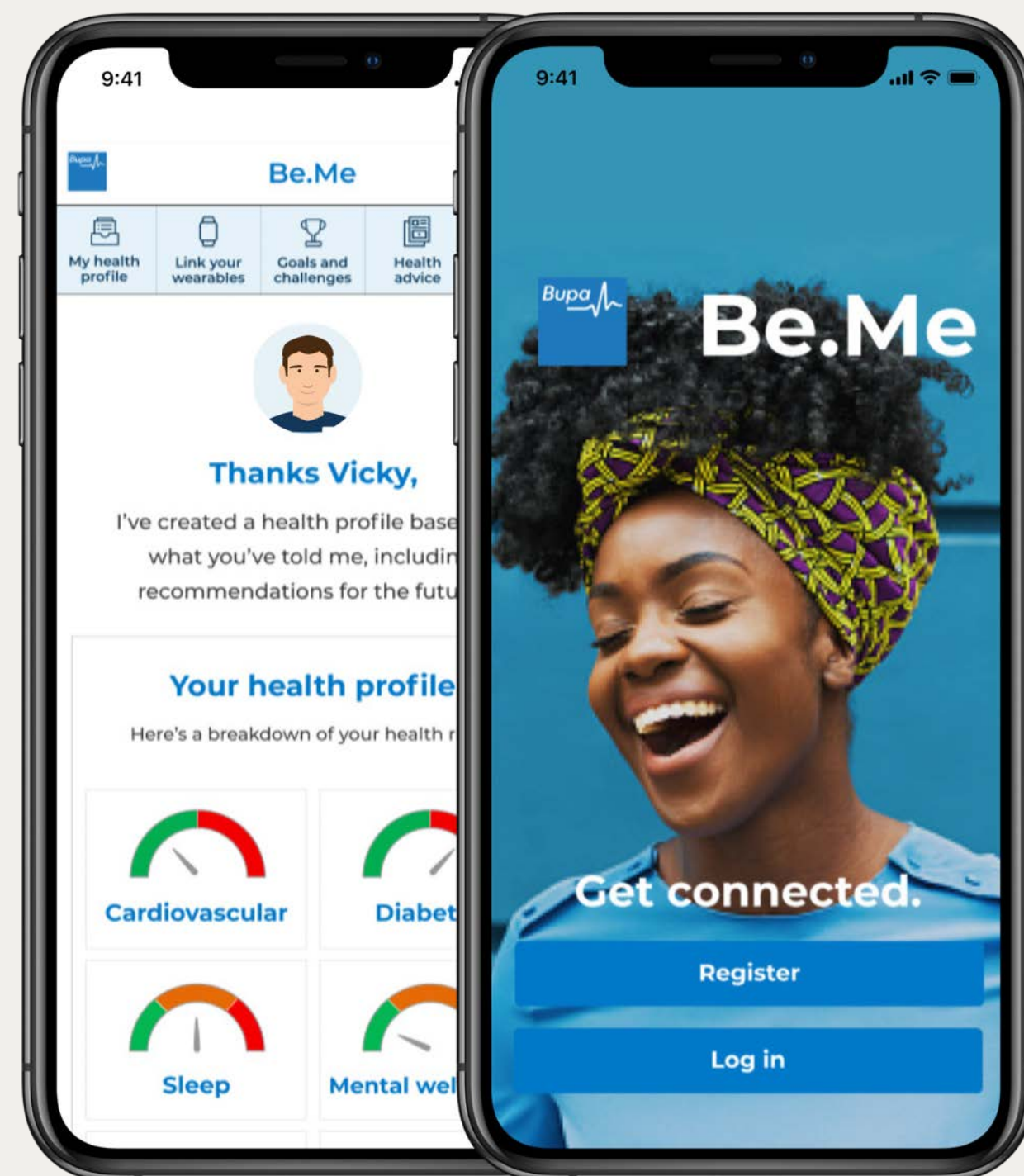
If you are not eligible for a free health assessment Bupa colleagues can benefit from a preferential rate on health assessments to friends and family of Bupa colleagues. Simply email **HAAdmin@bupa.com** with your details and/or the name and phone number of your friend or family member. The bookings team will then give them a call back within 24 hours (make sure they have your name and job title to hand when the team call, as they'll be asked for this to verify who referred them).

More information, eligibility and booking.

To find out what happens at a health assessment, look at our overview of the **Be.Ready assessment** (the standard assessment that most people are eligible for). Other options are available depending on your age, gender, level and length of service.

Call 0345 600 2007 and select the option for health assessments to check what you're eligible for and to book an appointment.

Be. Me App



The Bupa Be. Me App

Every Bupa Be. Well Plan is supported by the Bupa Be.Me App. It's a base for everything health and wellbeing.

Before your Bupa health assessment, you'll use the app or go online to fill in a questionnaire about your physical and mental health. We'll use your answers to build a unique profile of your health and risks.

From there, we'll offer you personalised, practical advice about anything that comes up, such as:

- Working towards a healthier heart or digestion
- Nutrition and exercise for fitness, healthy living or weight loss/gain
- Taking care of your mental wellbeing
- Managing your alcohol intake or smoking
- Increasing your mobility and flexibility
- Improving your sleep patterns

The Bupa Be.Me App helps you work towards feeling more empowered, so you can feel better in body and mind. Whether you're a fitness fanatic or you know you need to get off the sofa a bit more, or if you have a specific health concern, you can use the app to help you set personal goals for the year.

Using your health profile, your coach will offer you tailored support, like bite-sized videos, to help you meet or even smash your goals. You can track your progress as you go along, and even incorporate data from any wearables.

Online mental wellbeing programmes

Choose from a variety of programmes provided by SilverCloud Health to help you manage money worries, stress, sleep and more. They use cognitive behavioural therapy (CBT) techniques to teach you a fresh way of thinking and feeling about things.

The programmes include a range of tools, like a thought diary and mindfulness podcasts, available anytime, anywhere.

Download the app today!

Download by searching **'Bupa Be.Me'** on your app store then sign in using your existing Bupa account details if you are on the Bupa Staff Health Trust and have set one up.

For everyone else, use the unique login pin you were set in your invite email.



Babylon GP on your mobile

Our partnership with Babylon, which gives customers access to a virtual GP service, continues to go from strength to strength. To date, we have 28,000 registrations across UK insurance corporate clients, 48,000 appointments have been carried out and we've had 81,500 interactions with the AI symptoms checker.

And now Bupa employees on the Bupa Staff Health Trust can access Babylon too – giving access to a GP online or via a mobile device, anywhere, anytime. The Babylon app is available to download on Apple and Android devices. You can also access the app, with reduced functionality, on a computer by visiting: **babylonhealth.com/sign-in**.

To get free virtual GP appointments, please make sure you enter your code:

'BUPATRUST' for staff health trust
'BUPAWELL' for non staff health trust

when registering for the app or booking an appointment. You'll need to enter your personal details as they appear on your scheme documents.

- **Call or video call a GP typically within 2 hours**
- **Unlimited GP consultations available 24/7 -365 days a year**
- **All employees and their families covered by the Bupa Health Trust**
- **Access to (Artificial Intelligence-powered) Clinical Triage service**
- **After triage you can text questions to a clinician**
- **Health information available for all ages**
- **Prescription writing with a delivery or collection service**
- **Sync with wearable technology**
- **Open referrals via Bupa Member Services**



Dental Insurance

We've expanded our dental network significantly over the last year and we have two great dental offers to support the oral health of you and your family.

Bupa employee dental insurance scheme

We have a Bupa employee dental insurance scheme that can be extended to cover family members. There is an annual sign up/renewal window to join the scheme.

- The insurance can be used at any dental practice but you can take advantage of additional benefits, such as direct claims settlements and discounted treatments if you use dentists and Bupa Dental Centres which are part of the Bupa Dental Insurance network.
- If you want to take up the insurance, we'll make a deduction to your pay (after tax) so that you don't need to worry about direct debits or standing orders.

There are five levels of cover starting at £7.59 per month for Single Core cover.

All permanent employees that are residents in the UK can join the plan. Employees on fixed term contracts of 12 months or more can also join the plan. Unfortunately, due to regulatory requirements we're not able to offer the insurance plan to residents of the Republic of Ireland.

Dental Discounts

Click here to get 10% off private treatments at participating Bupa Dental Care practices

Dental Insurance

How to join

There is an annual sign up/renewal window to join the scheme. The next window will open in autumn 2021.

If you're new to Bupa you can sign up for the employee insurance scheme – you'll get an application form in your joining documents or you can download an application form.

If you need more details get in touch with our Health Benefits team on [0345 600 2007](tel:03456002007) or healthben@bupa.com

[Staff Dental plan guide](#)[Bupa Staff Dental plan application](#)[Bupa employee Dental Insurance plan FAQs](#)[Dental practice finder](#)[Creating a digital signature for your application form](#)

Be You at Bupa

We believe having a diverse workforce is a key strength of our culture and understand the importance of making sure our workforce fully represents the communities in which we operate and the customers we serve.

Work is better when we create a positive working environment and we want people to feel comfortable and free to bring their whole self to work – and that's why we launched Be you at Bupa.

At Bupa we celebrate diversity, welcoming everyone from all backgrounds. We embrace our differences so we can bring our true selves to work.

Our Be You at Bupa hub curates a number of internal and external resources to help raise awareness of diversity and inclusion.

[Be You at Bupa hub](#)

beyou@bupa.com



Our people making the difference



Our purpose of helping people live longer, healthier, happier lives sits at the heart of our approach to being a responsible business.

A fundamental part of our corporate responsibility and sustainability (CRS) strategy is enabling our people to make a positive difference in our local communities.

The Bupa Foundation helps fund practical projects that have a positive impact on people's mental health. From joining your local Bupa Foundation Community Committee and volunteering your time and skills to support local causes, to fundraising and helping raise awareness of the Bupa Foundation and its partner charities – there are lots of ways you can get involved.

Match funding

We encourage and support employee fundraising through the Bupa Foundation Match Funding programme. We offer match funding up to £250 per employee per year when you fundraise for a registered charity that supports health and wellbeing. Read the **Match Funding policy** and **Match Funding FAQs** to make sure your fundraising activity is eligible for match funding.

[Match funding form](#)

Local Bupa Foundation Committees

Bupa employees volunteer their time to run local Community Committees. Each committee supports charities that help vulnerable people in their local communities through a mix of grants, volunteering and fundraising. Contact bupafoundation@bupa.com if you'd like to get involved.

My community grants

Every month a grant of up to £2,000 is available for charitable community project which you're involved in as a volunteer or Trustee.

Read the **My Community Grants FAQs** to make sure your community project is eligible for funding.

[Grant application form](#)

Our people making the difference

Payroll giving schemes

Payroll giving is an easy way to donate to the causes you care about straight from your pay.

With payroll giving you're providing charities with a regular income, to allow them to plan and budget for the future. You can opt into our payroll giving schemes by completing the form on **My View, the same place you view your payslips.**

We have two payroll giving schemes to choose from:

Give As You Earn

With Give As You Earn, you choose how much to donate from your salary each month and which charity you'd like to support. You can give to our charity partner, Mind or any organisation recognised as charitable by HMRC.

Find out how to sign up in the **Give As You Earn FAQs.**

Donations are taken before tax so the charity gets more of your donation and it costs you less. It also means that charities don't have to claim Gift Aid, so there's less admin for them.

Change 4 Charity donations to Mind

Change 4 Charity rounds down your monthly pay to the nearest pound - the spare pennies go to the Bupa Foundation charity partner, Mind. For example, if your pay is £1,000.74, it would be rounded down to £1,000 and 74 pence donated. You'll donate between 1p and 99p each month.

Find out how to sign up in the **Change 4 Charity FAQs.**

Any funds raised for Mind will help make sure anyone with a mental health problem has somewhere to turn for advice and support. See Mind's guide to **How Your Money Helps** to see your donations can make the difference.

Health & wellbeing support for managers

We are committed to ensuring our leaders and managers have the right support to help their teams and themselves. Visit our Manager toolkit on People Place to understand more.

[Manager toolkit](#)



Onsite benefits

MSK Physiotherapy

Please speak to your manager should you be suffering with any musculoskeletal issues. An OH referral form will be completed and a telephone assessment request submitted.

Schwartz Rounds - an opportunity for both clinical and non-clinical staff to reflect on and share the emotional and social challenges that working in healthcare can bring, everyone is invited monthly.

Debriefing sessions - weekly debriefing sessions in small groups on site, email **Helen Storey**

Mindfulness sessions - weekly mindfulness sessions in small groups on site, email **Helen Storey**

