

Cornwall Insight Benefits for You

At Cornwall Insight we recognise the talent and passion you all bring to our group, helping us achieve our purpose, strategy, and goals. Alongside a supportive values-focussed culture, and fantastic opportunities to develop skills and knowledge, we are proud to offer a broad-package of financial rewards and wider benefits focussed on supporting your mental and physical well-being.

Financial benefits

Basic Salary – Salary reviews take place annually after the end of our financial year.

Company Bonus scheme – All people in permanent employment with more than 6 months service are entitled to participate in a discretionary bonus scheme linked to business and individual performance. Bonuses are paid annually after the end of our financial year.

EMI Company share scheme - EMI Options are awarded annually, one for each year of service, and discretionary awards are also made for exceptional performance. Options allow holders to buy shares in the company at a discounted price subject to scheme rules. This means you can benefit from growth in our share price over time.

Life Insurance – We provide a 'death in service' insurance allowing your nominated beneficiary('s) to receive four times your salary.

Company Sick Pay – We offer peace of mind when you are unwell with our company sick pay scheme.

Family Leave Pay - Additional company maternity pay, shared parental leave pay and paternity pay

Wider benefits

Private Medical Insurance – Provided by Vitality. All permanent employees can enjoy this benefit after 3 months of joining. Benefits include in patient / day patient / outpatient treatment, advanced cancer cover, a range of therapies, mental health cover, primary care and a Vitality Rewards Programme.

Holidays – We offer 25 days holiday plus public holidays for all joiners, and then holiday allowance increases by 1 day per year up to a maximum of 30 days to reward people for their loyalty.

Pension – Our pension is provided through Royal London. You can contribute from 3% upwards and 5% is contributed by the company. You will be automatically enrolled after 3 months employment, but you can opt in or out at any time.

Cycle to work scheme – After 6 months our employees can receive a loan of up to £1000 on a new bicycle, paid through salary sacrifice.

Perkbox – All employees can benefit from the shopping discount scheme, from day one of joining us.

Monthly value awards – Each month we reward nominated individuals, who have lived our values – trust, openness, us, and respect - with a £50 Amazon gift card.



Our wellbeing focus

We offer a range of accessible wellbeing support for our team, and pride ourselves on our vibrant social scene coordinated by a dedicated social committee. We surprise and delight with seasonal gifts at festive times of the year, including hampers and chocolates.



Gym Membership Discounts accessed through perkbox and Vitality



Mental health support – Comprehensive mental health support including talking therapies and mental health cover



Health Assured - 24/7 confidential counselling support accessed through Perkbox



Mindfulness Activities – Accessed through Vitality



Weekly Yoga sessions – Every Wednesday we have an online yoga session delivered by a professional Yoga teacher.



Perkbox – Not only can you access great discounts on shopping, you can also access wellbeing initiatives such as nutrition coaching, wellness treatments

