

The Mercat Deal

Everyone in our team is respected, encouraged and celebrated for the individual they are.

We promise to work hard with you to understand and support you to be the best you can be.

- Real Living Wage +
- Permanent contract
- Advance pay policy
- Interest-free loans
- Living Hours - guaranteed hours
- 4wk+ notice of rota
- Home Office Sponsorship License for Skilled Worker Visa
- 10% profit-share bonus
- Income Protection Insurance Cover

Security



Fulfilment



Green Tourism GOLD award for sustainability
Charity partnerships
Local schools partnership
Quality Assurance to celebrate success
Autonomy of decision-making
Cross and up-skilling opportunities
Cross-Team Action Groups
EAP & 24/7 confidential helpline -

- Paid internships
- Flexible working
- Job share options
- Hybrid working & WFH
- Cyclical coaching
- Personal training plan
- Clear promotion structure

Opportunity



Respect



Clear HR policies
Inclusive recruitment practices
Mercat Holiday Home
MHFA onsite
Bike to Work scheme
Period Poverty support
Pronoun badges
ASVA card benefit
Signposting; financial, legal wellbeing

- Annual personal review
- Multi-channel team consultation
- Regular team meetings
- Annual full team conference
- Annual team survey and Directors' review
- Clear line of responsibility
- Clear comms structure

Effective Voice

