

Working for Acas

Acas is an independent public body, funded by the Department for Business and Trade (DBT).

As a part of Acas, you will be helping us achieve our vision of making working life better for everyone in Britain. We do this by providing:

- free and impartial advice and services
- paid for Acas services, including mediation

Find out more about

- [what we do](#)
- [our purpose and ambitions](#)

Equality and diversity

At Acas we value equality, diversity and inclusion. During our recruitment and selection processes, we remove names and any other personal details from applications to eliminate any potential biases at the shortlisting stage. We are fair and we do not discriminate against candidates.

We also consider requests on application from those wishing to work flexibly, for example, part-time or in a job share.

To support inclusivity at Acas, we have several staff networks:

- Disability and You
- LGBTI+ Allies
- Race Equality Network
- Women's Network

We also have several staff support groups, including:

- Fair Treatment Contacts
- Mental Health First Aiders
- Trade unions

[Find out more about equality and diversity at Acas](#)

The benefits of working for Acas

We offer a wide range of benefits to our staff.

Learning and development

We recognise the importance of learning and development for employees. When you join Acas, you will have an induction to the organisation, our work and policies. You will also have access to Civil Service Learning, which has a wide range of courses and professional development opportunities.

Reward and recognition

The Acas Recognition Scheme acknowledges excellent achievements in Acas. The scheme gives staff the opportunity to nominate colleagues for outstanding work which has made a positive contribution to achieving our goals.

Health and wellbeing

We're committed to providing a working environment that supports employees to have a balanced and healthy lifestyle.

When you join you will have access to our health and wellbeing hub, as well as our employee assistance programme (EAP). These provide expertise and advice on health, wellbeing and lifestyle matters.

Pension scheme

Your Civil Service Pension will provide valuable benefits for you when you retire.

The Alpha pension scheme is a defined benefit, career average, pension scheme where the amount you're paid is based on how long you've worked for your employer and how much you've earned.

We also offer a personal pension scheme called Partnership. This is a defined contribution pension scheme where the benefits are dependent on contributions and the growth of the pension fund.

[Find out more on the Civil Service Pensions website](#)

Cycle to work scheme

If you would rather hire a bike and cycling equipment to travel to work, we offer a cycle to work scheme. Through the scheme hire costs are deducted from your monthly salary. This leads to savings in tax and National Insurance.

Near the end of the hire period you will be given the option to return or buy the equipment, or extend the hire arrangement.

Childcare schemes

Any move to Acas from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax-Free Childcare.

[Find out more about childcare choices on GOV.UK](#)

Interest free season ticket loans

After 12 months of satisfactory service we offer interest free loans for the purchase of season tickets, allowing you to get the best discounts on your travel.

Volunteering opportunities

You will be entitled to 3 days special leave with pay, per year, for volunteering. We encourage employees to take this up, as volunteering can be a great way to share skills with worthy charitable causes.