

Appendix 2 - Public Transport & Car Sharing Incentive Scheme

Introduction

Helpful Investments Limited have formed this policy to support the company's commitment to both emission pollution, saving energy and the environment as a whole. The company support and encourage all young people and also the company's employees to consider and be aware and proactive in all these areas.

Part of our education programme for the young people are to educate them in the understanding of the importance of recycling, saving energy, reduction of emissions and awareness of all environmental issues.

Helpful Investments Limited are committed in setting a precedence with this policy and similar policies regarding the environment. We encourage our employees to act as role models to all young people at our homes through such activities as using public transport whenever possible. We hope that these actions and commitment to the environment will support young people in their awareness of such matters and support them in their personal development plans.

Procedure

It is not an expectation or a requirement that all employees will drive. Helpful Investments Ltd promotes employing whenever possible, local experienced and appropriately qualified staff to work with the children and young people in our care so that everyone has the opportunity to remain actively involved in the community and what it offers. This includes the use of all public transport.

The company provides a "Pool Car" at each of their children's homes for the young people to use if required, for such activities as contact with families, and medical appointments. Employees that do drive will use the pool car whilst in work. Evidence will be required to prove they hold a British full clean driving license.

Incentives

Young people will be encouraged to use public transport through an incentive programme of a "reward scheme" this will be based on activities that reflect the positive use of public transport such as visiting London or other big cities or going to an activity of their choice; for example a tour of Wembley Stadium.

Employees will also receive financial benefits for using public transport and car sharing. Helpful Investments Ltd will refund an agreed percentage of their employee's transport fees monthly when employee's evidence receipts and mileage forms.

The company also offers a financial scheme to its employee's if they wish to purchase a bike to cycle to work, in which they will offer to pay half of the purchase price (up to £300.00) of purchasing the bike of the employee's choice.

