



 **Ascot Lloyd**

Independent Financial Advice

Develop your  
talent and grow  
your career

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## Be part of something big

**We are one of the UK's fastest growing national IFA companies. Our strategy is to continue to grow rapidly through acquisition and organic growth by investing in our people and our business.**

Now is the time to join us on this exciting journey. Like our clients, our people are top of our agenda. We nurture and invest in your career progression, and we continually build training programmes to support your development and succession.

A handwritten signature in white ink, appearing to read 'N Stockton', positioned to the left of the printed name.

**Nigel Stockton**  
Chief Executive Officer

# At Ascot Lloyd, our people really matter

which is why we provide you with support to help you develop your career.

Are you ready to grow?

## Opportunities to grow

All employees have personal training and development plans linked to their job role and their future career aspirations.

These include:

- structured training programmes with the support of our learning and development team
- sponsorship of professional qualifications and study aids
- online learning management system with hundreds of training tools and courses
- dedicated apprenticeship programmes, supported by line managers and external consultants
- graduate trainee programmes
- sponsored workshops, training courses and secondments

## A healthy work-life balance

Ascot Lloyd recognises the positive impact that a healthy work-life balance can have on an employee's wellbeing and productivity.

We support employees in balancing the demands of work with family-friendly leave.

## Flexible working

Employees at any level are entitled to request flexible working.

Flexibility in the workplace often has a big impact on job satisfaction. We are happy to discuss working arrangements with employees seeking a healthy work-life balance that suits them and their role.



Culture has always been very important to me and the Ascot Lloyd culture is positive, supportive and rewarding. Despite being a relatively young firm, there is a wealth of experience across the business and everyone is willing to help and support each other as we continue to evolve.

**Ian Balgarnie, Commercial Director**

## **Make an impact**

Every employee is key to the success of the company and creating a positive client experience.

We aim to make Ascot Lloyd a fun place to work, where people feel inspired and motivated to do the best they can, for themselves, their teams, the company, and most importantly, our clients.

We want to see people, businesses and communities around us thrive and we carry out regular charity fundraising activities.

## **Everyone is equal**

Ascot Lloyd is committed to developing, maintaining and supporting a culture of equality, diversity and inclusion.

We are an equal opportunities employer with a robust Equality, Diversity and Inclusion Policy which we seek to embed in our culture. Our policy provides encouragement and support to all employees in their development.

Your voice matters to us and we regularly seek feedback from all of our employees to help shape corporate decisions.

# Our benefits and rewards

## Looking after your lifestyle

### Annual leave entitlement of up to 28 days

It's not just about working hard. We offer an annual leave entitlement of up to 28 days plus the flexibility to buy or sell leave throughout the course of the year.

In addition, we provide extra leave at Christmas time as well as time off for those colleagues who may be moving home, getting married, undertaking volunteer days or giving blood during the course of the year. We also give some celebratory time off for birthdays!

### Annual bonus programme for all employees

We want to share our success with those who are responsible for it and do so via individual bonuses that reward personal performance and share the profits of the business.

### Free, in-house mortgage advice

Whether our colleagues are buying their first home, re-mortgaging or purchasing an investment property, our in-house Mortgage and Protection Advisers will help guide them through the maze of deals... and paperwork!



### Interest-free season ticket loans

The financial impact of travel can be significant, and to ease that burden we offer interest-free season ticket loans to colleagues travelling to the office via public transport.



It always amazes me how current and real Ascot Lloyd are with their employee benefits and rewards. All parents who were home schooling during the COVID-19 pandemic were given an extra weeks leave to help them balance their home and work lives. This showed me that Ascot Lloyd cares not only for their employees but their families too.

**Kirsten Taylor - Executive Assistant**

## Looking after your wellbeing



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### Private medical cover

We offer comprehensive medical cover designed to put colleagues in control of their healthcare and support them to live healthily. Dental and optical cover options are included, as is access to expert support 24/7.

### Employee assistance programme

Providing confidential assistance, this programme provides our colleagues with a toolkit of personal and professional resources to enable them, and their immediate family, to help life run a little more smoothly.

### Cycle to work scheme

Colleagues can take advantage of salary sacrifice in order to purchase a bike, and this can also lead to savings on cycle clothing and accessories.

### Healthy breakfast options

Each office has its own fund to provide colleagues with a nutritional start to their working day.

## Looking after your future

### Contributory pension scheme

We offer a contributory Group Personal Pension Plan to help colleagues save for their future.

### Group income protection

We appreciate how important it is for our colleagues to ensure that they and their families have a secure income during any period of long-term illness, and so offer a generous income protection benefit.

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### Death in service cover

By providing comprehensive death in service cover, we aim to provide colleagues with the peace of mind that loved ones will be provided for in the event of untimely death.

### Critical illness cover

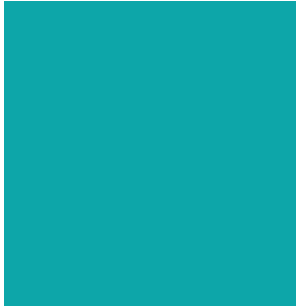
We offer cover of up to £10,000 to help protect our colleagues in the event they should become critically ill.



# Our culture

Our people tell us our open, diverse and energetic culture is why they love working here. We value working hard but also spending time together and in our community.

## OPEN



## CARING



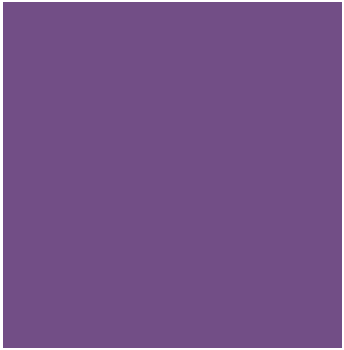
## COLLABORATIVE



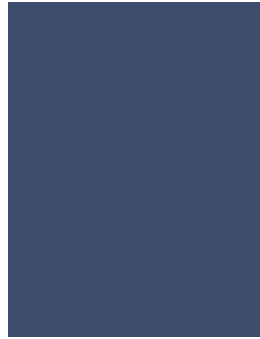
## TEAMWORK







**FRIENDLY**



**CONSCIENTIOUS**

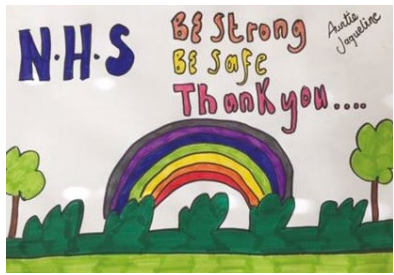


**SUCCESSFUL**



**GENEROUS**

**SUPPORTIVE**



**TEAM CENTRIC**



**PROFESSIONAL**





At Ascot Lloyd, we make it a priority to treat our people well, help them develop and give them a rewarding work life. To us this means creating an environment where employees can excel in their performance, develop skills for improvement, achieve their career goals and trust and respect one another. We want Ascot Lloyd to be a fun place to work, where people feel inspired and motivated to be the best they can.

**Cath McVey, HR Director**

## Our core values

At Ascot Lloyd, we all have the opportunity to develop our skills and have a rewarding work-life balance.

To us this means creating a trusting environment where employees can achieve exceptional results through training, coaching and development. We care about our employees wellbeing, and through our ambassadors, staff surveys, intranet and employee forums, we all have a voice.

Our clients trust us to provide our employees with the resources and training to ensure they are credible in all they do, and we provide them with the knowledge to continually develop their skills and achieve their career goals. Ascot Lloyd is a fun place to work, where people feel inspired and motivated to be the best they can be.



## Trusted

By being truly independent we can deliver unbiased solutions. We build lasting relationships with our clients and respect everyone we work with.



## Excellent

We aim to exceed our clients' expectations. We implement flexible solutions to ensure they reflect the changing needs of our clients.



## Caring

We care about our clients, our people, our business and the communities around us. We invest in and develop our staff to be the best they can.



## Credible

We are committed to preserving the wealth of our clients. We are open and honest with each other to deliver a consistently excellent service to our clients.



## Knowledgeable

We pride ourselves on our commitment to support career development for all our employees. We encourage feedback from staff.



As Adviser Relationship Manager I work with our IFAs to ensure that they have the skills, knowledge, tools and support to provide high quality advice to our clients. This means that I work closely with all areas of the business and everyone pulls together as we strive to deliver this promise.

**Martyn Southam, Adviser Relationship Manager**



# About us

Ascot Lloyd is one of the UK's fastest growing national IFA firms.

## **A dynamic and progressive company**

We focus on the importance of financial planning, not just financial advice. Ensuring our clients can be confident in the advice we provide is essential and we never take for granted the privileged position this puts us in.

## **Our vision is to be the UK's IFA of choice**

We are committed to building lasting relationships by providing exemplary service at all levels in the organisation. As well as a strong acquisition history, we also focus on organic growth to build our business.

## **Our people are our greatest asset**

Just as we do with clients, we believe in building lasting relationships with our employees, being committed to nurturing and developing them to grow as individuals and investing in talent to support career progression. As a national firm we have opportunities across the country which enables our employees to work flexibly.

## **Providing a service that exceeds our clients' expectations**

We are committed to providing a service that exceeds the expectations of our clients. We pride ourselves on the high integrity and honesty of our people to ensure we can achieve this.

## **Enabling our clients to achieve their financial goals**

We are committed to providing our clients with the best tools, mobile applications, investment options and regular valuations on how their investments are performing. Our operations team are oriented around supporting our advice processes and we have invested in making sure that everything is turned around quickly and efficiently.

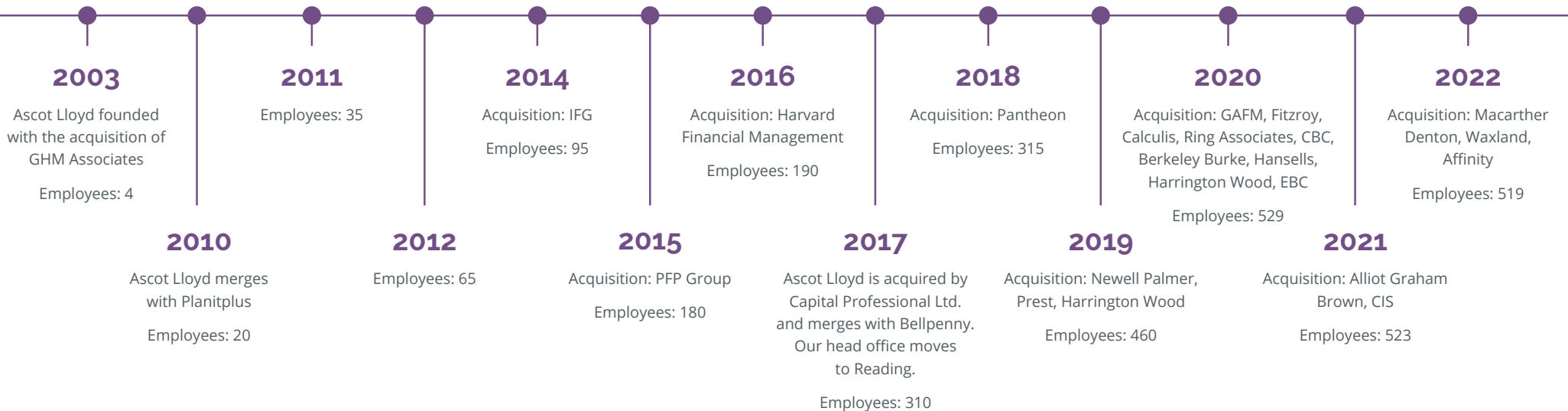
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It is a very exciting time to be part of our team.

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# How we have grown

When we started in 2003, we had four employees. Seventeen years later we have grown to over 500 employees across 18 locations. All our advisers are fully employed IFAs, supported by local Administration and Paraplanning teams. We also have central support teams such as Finance, HR, Marketing, Operations, Risk and Compliance and an Acquisitions team all offering great career opportunities.



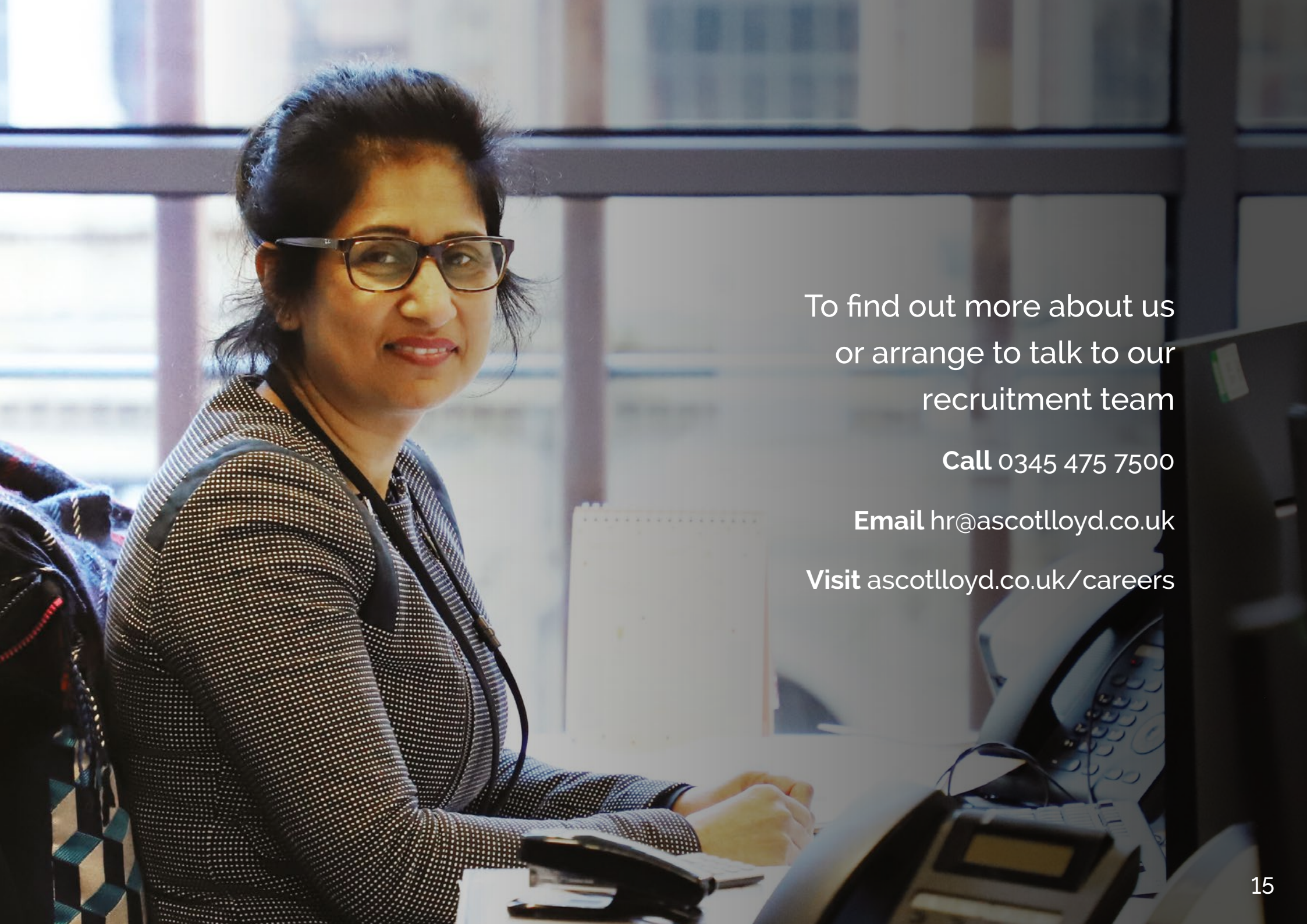
**18,000+** clients

**£8b** funds under management

**130+** financial advisers

**500+** employees

These figures are correct as at 1<sup>st</sup> June 2020



To find out more about us  
or arrange to talk to our  
recruitment team

**Call** 0345 475 7500

**Email** [hr@ascotlloyd.co.uk](mailto:hr@ascotlloyd.co.uk)

**Visit** [ascotlloyd.co.uk/careers](http://ascotlloyd.co.uk/careers)



**Call** 0345 475 7500

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