

BBOWT & Future Nature WTC Benefits package May 2023

Benefit	Provision
Annual leave	Leave
	24 ½ days from day one, plus 3 ½ days from Christmas closure and (8) bank holidays = 36 days total annual leave
	37 days after one year of service
	39 days leave after two years of service
	41 days annual leave after 3 years of service (maximum, to increase only if number of bank holidays increases)
Sick pay	<p>4 weeks full sick pay from day one</p> <p>8 weeks (additional 4 weeks from at day one) from 3 months to 1 year service</p> <p>16 weeks from 1 year to 2 years' service</p> <p>22 weeks from 2 to 3 years' service</p> <p>28 weeks after 3 years' service</p> <p>28 weeks sick pay at full pay is the maximum (equivalent to 6 months but easier to calculate)</p>
Maternity/ primary adopter pay	<p>If eligible for Statutory Maternity Pay BBOWT will 'top up' from SMP to full pay for the first 12 weeks and pay the second 12 weeks of maternity leave at half-pay.</p> <p>If the employee returns to work no later than 52 weeks after maternity/primary adopter leave starts, BBOWT will top up the second 12-week period to 90% of full. This will be paid once the employee is back at work three months and will not be paid if the employee leaves within 13 weeks of returning to work.</p> <p>Statutory after 24 weeks'</p>
'Paternity'/ secondary adopter pay	<p>If eligible for 'paternity' or secondary adoption pay BBOWT will pay two weeks at full pay. [Conditions on how the leave is to be taken remain as maximum two weeks to be taken either as a two-week block or one single week within 56 days of childbirth/ the child being placed with the adopter. Blocks of less than one week cannot be taken and the two weeks may not be taken at separate times.]</p>
Shared parental leave	<p>If you meet the eligibility requirements for Statutory Shared Parental Leave and you take this leave during the first six months of your child's life, BBOWT will effectively "top up" your statutory payments in the following manner:</p> <p>Any Shared Parental Leave taken in the first three months of your child's life (or within three months of an adopted child living with you) - will be "topped up" to full salary</p> <p>Any Shared Parental Leave taken in months 4-6 (inclusive) of your child's life (or within months 4-6 of an adopted child living with you) - will be "topped up" to 50% of salary. This will be uplifted to 90% of pay if you</p>

	return to work within 52 weeks and stay for a further three months. Beyond the first 6 months of eligibility Shared Parental Leave payment will revert to being paid at the lower of 90% of weekly pay or (currently) £156.66 per week
Time off for Dependants	Up to one week's paid leave per leave year, pro-rata for part-time employees. No restrictions on who dependants are.
Urgent Personal Business leave (UPB)	Up to 1 day paid and to 4 additional unpaid days leave to deal with personal emergencies unrelated to dependants (e.g. house flood, car accident)
Birthday leave	Paid day of leave to take within two weeks of your birthday
Financial	
Pension	Pension: following 3 months employment the Trust will contribute 7% of salary for staff into a personal policy within the Trust's Group Personal Pension Scheme. Employee required to contribute 2% of salary at enrolment.
Salary Sacrifice	Electric vehicle salary sacrifice scheme Introducing Pension Salary Exchange (Sacrifice) from April 2023
Life assurance	3x annual salary paid as a lump sum in the event of an employee's death
Discounts	20% employee discount at BBOWT shops and cafés YuLife discounts Cotswold Outdoors BBOWT employee discount Vine House bird food BBOWT employee discount Benefit Hub discounts Charity Worker Discounts (volunteers also eligible for this)
Professional fees/subscriptions	Professional fees/ subscriptions paid where relevant to job
Sabbatical leave	Available after 5 years' service at 50% paid salary (unpaid sabbatical available if opting to take Long service reward leave)
Long service reward	Employees with five years' and multiples of five years thereafter service are given a one-off award of additional days' paid holiday
Wellbeing	
Hybrid working & Flexible Working	Including 9-day fortnight, compressed hours etc. Available to all from day 1
Employee Assistance Programme (EAP)	Provided by YuLife: https://yulife.com/employee-benefits/ Life Assurance Policy. Includes online GP, discounts, ability to earn money while you exercise or meditate, access to free counselling and more.



Balance/ Wellbeing days	Up to two paid days that you can take to refresh, recharge and get yourself back into the right headspace for your job
Golden Hour	1 hour a week to use to improve your wellbeing
Mental Health First Aiders	12 trained MHFA's across the business to support employee mental health
Employee Voice Forum	Feedback and action forum for all employees so everyone has a voice
Conscious Inclusion Forum	Feedback and action forum for all employees to support our values to be inclusive for everyone
Cycle to work scheme	Available to all employees
Development	
SEED Development Programme	4 Stage Development Programme open to all employees
Profession 121 Coaching	Available for career progression
iHASCO training hub	Available for development & training both technical and soft skills