



## BBOWT & Future Nature WTC Benefits package May 2024

Benefit	Provision
<b>Leave</b>	
Annual leave	<ul style="list-style-type: none"> <li>• 36 days total annual leave for full time employees, inclusive of days for bank holidays</li> <li>• 37 days after one year of service</li> <li>• 39 days leave after two years of service</li> <li>• 41 days annual leave after 3 years of service (maximum, to increase only if number of bank holidays increases)</li> </ul>
Sick pay	<ul style="list-style-type: none"> <li>• 4 weeks full sick pay from day one</li> <li>• 8 weeks (additional 4 weeks from at day one) from 3 months to 1 year service</li> <li>• 16 weeks from 1 year to 2 years' service</li> <li>• 22 weeks from 2 to 3 years' service</li> <li>• 28 weeks after 3 years' service</li> </ul>
Maternity/ primary adopter pay	<p>If eligible for Statutory Maternity Pay BBOWT will top up from SMP to full weekly 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 return to work within 52 weeks and stay for a further three months. Beyond the first 6 months of eligibility Shared Parental Leave payment swill revert to being paid at the lower of 90% of weekly pay or (currently) £156.66 per week</p>



Dependants' / Carer's Leave	Up to one week of paid leave per leave year, pro-rata for part-time employees
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
<b>Financial</b>	
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. This is a Salary Exchange (Sacrifice) pension scheme  Employee required to contribute minimum of 2% of salary at enrolment
Pension clinics	We offer individual pensions clinics every year, these are paid for by BBOWT and run by MHM Pensions Ltd. These give individuals time to discuss their personal situation and ask pension-related questions
Salary Sacrifice	Electric vehicle salary sacrifice scheme & Cycle to work scheme
Life assurance	3x annual salary paid as a lump sum in the event of an employee's death
Discounts	<ul style="list-style-type: none"> <li>• 20% employee discount at BBOWT shops and cafés</li> <li>• YuLife discounts</li> <li>• Cotswold Outdoors BBOWT employee discount</li> <li>• Vine House bird food BBOWT employee discount</li> <li>• Benefit Hub discounts</li> <li>• Charity Worker Discounts</li> </ul>
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 award leave)
Long service award	Employees with five years and multiples of five years thereafter service are given a one-off award of additional days' paid holiday. Starts at one week extra at five years' service.
<b>Wellbeing</b>	
Hybrid working & Flexible Working	Available to all from day 1. Including 9-day fortnight, compressed hours
Employee Assistance Programme (EAP)	Provided by YuLife: <a href="https://yulife.com/employee-benefits/">https://yulife.com/employee-benefits/</a> 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 paid hour a week to use to improve your wellbeing



Mental Health First Aiders	Many trained Mental Health First Aiders across the Trust to support our employees
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
Staff Network/Support Groups	Such as Disability Network Group, Carers of Neurodivergent People Support Group
<b>Development</b>	
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