**BBOWT & Future Nature WTC Benefits package Oct 2025**

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| **Benefit** | **Provision** |
| **Leave** | |
| Annual leave | * 36 days total annual leave for full-time employees, inclusive of days for bank holidays * 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 | * 4 weeks full sick pay from day one * 8 weeks (additional 4 weeks from at day one) from 3 months to 1 year service * 16 weeks from 1 year to 2 years’ service * 22 weeks from 2 to 3 years’ service * 28 weeks after 3 years’ service |
| Maternity/ primary adopter pay | 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  Statutory after 24 weeks’ |
| ‘Paternity’/  secondary adopter pay | 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.] |
| Shared parental leave | 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:  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  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.  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 |
| Neonatal care leave and pay | Intended to support parents of babies who are admitted into neonatal care within 28 days of birth. Eligible employees will be able to take up to 12 weeks of paid leave in addition to their other family leave entitlements such as maternity and paternity leave. This leave is a day-one right. |
| Dependants’ / Carer’s Leave | Leave for an employee who is a carer and may have more than one dependant. Up to one week of paid leave per leave year, pro-rata for part-time employees.  Dependants’ leave is for unexpected emergencies involving someone who relies on your care. Carer’s leave is for providing or arranging planned, ongoing care for a dependant with a long-term condition |
| Urgent Personal Business leave  (UPB) | Up to 1 day paid and to 4 additional unpaid days of 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 | 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, paid for by BBOWT and run by MHM Pensions Ltd. These give individuals time to discuss their personal situation |
| Financial wellbeing support | Employee Assistance Programme – provided by YuLife – offering financial information and advice. See Wellbeing section |
| 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 | * 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 |
| Professional fees/ subscriptions | Professional fees/ subscriptions paid where relevant to job |
| 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 |
| Sabbatical leave | Unpaid sabbatical available in addition to Long service award leave.  Available to employees with five years and multiples of five years thereafter service |
| **Wellbeing** | |
| Hybrid working & Flexible Working | Available to all from day 1. Including 9-day fortnight, compressed hours |
| 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. The EAP includes information and advice on financial issues, work and legal support, life coaching and bereavement counselling for you and your dependents |
| Balance Days | Up to two paid days per year 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, Menopause Support Group |
| **Development** | |
| SEED Development Programme | 4 Stage Development Programme open to all employees and tailored  to your personal goals |
| Profession 121 Coaching | Available for career progression |
| Online Learning Platform | Available for development & training both technical and soft skills |
| Mentor/mentee programme | The Wildlife Trusts have joined The Charity Mentoring Network – a  community platform that connects organisations, staff and volunteers  together, so that they can support one another and share their knowledge and expertise |
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