

BBOWT & Future Nature WTC Benefits package July 2026

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, topping up from statutory paternity pay. The two weeks may be taken either as a two-week block or two single weeks within the first 52 weeks of childbirth/ the child being placed with the adopter.
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 will revert to being paid at the lower of 90% of weekly pay or Statutory Shared Parental Pay
Fertility Treatment Leave	To support employees undergoing treatment for assisted conception, up to 5 days of paid leave in any 12-month rolling period may be taken (pro-rata for part-time employees or those on compressed hours where appropriate) for the purpose of receiving and recovering from IUI or IVF treatment



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. The right to this leave is from day-one.
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 • The Wildlife Trusts Online Shop discount • 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