



## Working for BCT

### We expect our staff to share our vision, mission and values

Vision	A world rich in wildlife where bats and people thrive together.
Mission	To conserve bats for present and future generations. Through education, collaborative action and scientific research, we inspire individuals and organisations to value and speak out for bats.
Values	Inspiration, collaboration, science evidence-based.

### Benefits

<b>Hours</b>	Our normal full-time working week is 37.5 hours. We offer Time Off in Lieu (TOIL) where you are required to work more than your standard hours. We are trialling a core hours flexi hours system which is available after probation.
<b>Annual leave</b>	Everyone starts on 25 days annual leave per year, plus Bank Holidays – pro-rated for part-time or fixed-term contracts. Your entitlement to leave increases with service: to 26 days after 5 years, 27 days after 10 years, 28 days after 15 years, and 29 days after 20 years.
<b>Dress code</b>	Relaxed
<b>Flexible working</b>	We are supportive of flexible working practices where they are not detrimental to colleagues and the charity and we will consider requests on recruitment or under the statutory right to request flexible working.
<b>Employee Assistance Programme (EAP)</b>	Our EAP supports you at times of difficulty via a confidential 24/7 telephone helpline, counselling where needed, as well as a range of web based wellbeing information.
<b>Occupational sick pay</b>	We offer above the statutory minimum in order to support colleagues when they are sick. In your first year, you are entitled to 5 days at full pay, after your first year 20 days at full pay, and after five years 40 days at full pay (pro-rated for part-time or fixed-term contracts).
<b>Eye care vouchers</b>	We have a corporate voucher scheme if you need an eyesight test and/or glasses for DSE work. (Available after probation).

<b>Learning &amp; development</b>	BCT values personal growth and we have a budget to encourage staff to develop skills to help them in their role. You can spend 5 days per year (pro rata) on learning and development activities.
<b>Pension</b>	We auto-enrol all eligible employees into our pension scheme after 3 months service. BCT contributes 4% of your salary into the scheme, with you contributing 4% (more if you wish). You can start to contribute when you start your employment with us if you wish and you can make your contributions using tax efficient salary sacrifice.
<b>Cycle Scheme</b>	Through this tax efficient scheme you can buy a bike using a loan hire agreement. (Available after probation).
<b>Travel loan</b>	We offer interest free loans to cover your season ticket to work. (Available after probation and for staff with 12 months+ left on contract).
<b>Parking</b>	We have a free parking space at our main office (subject to availability).
<b>Bike storage</b>	We have a secure bike storage facility at our main office.
<b>Opportunities for feedback</b>	Comments box, appraisals, staff surveys – we are interested in what you think!
<b>Local discounts</b>	At events and venues through membership of Vauxhall Business Improvement District.

## What the staff say

BCT encourages staff to grow and fulfil their potential while making sure they feel valued—it's a great place to work!

I've been very impressed by the knowledge sharing, management culture and investment in staff at BCT

Inspiring and friendly place to work; enjoyed Strategy Away Day as it was nice that everyone was listened to

Excellent induction!

I love working for BCT, the staff are all so dedicated and there is so much knowledge and passion!

## Charity Pulse staff satisfaction survey 2019

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100% of staff:

- Enjoy working with the people at BCT
- Feel appreciated
- Say they are treated with fairness and respect
- Say their views are listened to and valued
- Are clear what is expected in their role