



## 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 full-time working week is 37.5 hours. We have a Flexi Time Policy with core hours of 9.30am to 4.30pm. We offer Time Off in Lieu (TOIL) where you are required to work more than your standard hours.
<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, to 27 days after 10 years, and to 28 days after 15 years.
<b>Dress code</b>	Relaxed
<b>Flexible working</b>	We are supportive of flexible working practices where they are not detrimental to colleagues or to BCT and we will consider requests for hybrid working, i.e. a mixture of home and office working, to improve wellbeing.
<b>Mental Health</b>	Our Employee Assistance Programme 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. We also invest in Mental Health First Aid training.
<b>Volunteering</b>	Staff can take a 'Volunteer Day' away from work.
<b>Occupational sick pay</b>	We offer above the statutory minimum to support colleagues when they are sick with their financial security. This ranges from 10 days full pay + 10 days half pay for those in their first year, to 55 days full pay + 10 days half pay for those with over 5 years' service.
<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 and time allowance to encourage staff to develop skills to help them in their role. We are working with like-minded charities to look for opportunities to support our staff with L&D.

<b>Pension</b>	BCT contributes 4% of your salary into the a pension scheme, with you contributing 4% (more if you wish). Contributions can be made in a tax efficient way using salary sacrifice. Funds are invested ethically using an 'Environmental, Social and Governance' standard.
<b>Cycle Scheme</b>	Through this tax efficient scheme you can buy a bike for cycling to work 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>IT finance loan</b>	We offer an interest free loan for staff to buy work computers.
<b>Parking</b>	We have a free parking space at our main office (subject to availability and needs of staff).
<b>Opportunities for feedback</b>	Comments box, appraisals, staff surveys – we are interested in what you think!
<b>Local area</b>	We are very close to the beautiful Battersea Park and the newly renovated Battersea Power Station!

### What our employees say

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

“inspiring and friendly place to work”

“a caring and kind team where everyone’s contributions and opinions are valued equally”

“I have found BCT a fantastically transparent, open and inclusive organisation. There is a great team spirit and everyone is easy to work with”

“I really cannot praise BCT enough on how they handled this curve ball that was a global pandemic”

“really pleased to see BCT focussing on diversity and inclusion!”

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

“I am thrilled with how progressive BCT is in terms of gender equality, making people aware of sensitive issues etc”

“very impressed by the knowledge sharing, management culture and investment in staff at BCT”

## Charity Pulse staff satisfaction survey 2022

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100% of staff:

- have confidence in the leadership team
- say the leadership team communicate effectively with staff
- say BCT makes best possible use of supporters’ time and money
- feel they are making a difference
- are happy with our flexible working practices