

OUR CORE COLLEAGUE BENEFITS

BENEFIT	ADDITIONAL INFORMATION
Pension provision: Scottish Widows	6% employer contribution, 2.5% employee contribution Ability to move funds to reflect colleagues' wishes and interests e.g ESG funds
Death in service: Aviva	4 x salary
Health: Employee Assistance Programme (EAP) provision: Health Assured*	EAP help line and App for colleagues and family: includes six structured counselling sessions.
Flexible/hybrid working policies	Flexible /hybrid working is fully supported. Including an option to work from abroad for up to four weeks a year.
25 days' holiday as starting benefit Ability to buy and sell 1 week each year	After five years' service, an extra day of leave per year up to 30 days.
Additional discretionary time off each year, (not required to be taken as holiday)	Usually between Christmas and New Year during BITC's annual office closure. Plus, an occasional BITC wellbeing day.
Caring and wellbeing policies above statutory requirements.	Inclusive Parenting Policy includes enhanced maternity, shared parental and adoption leave and pay for colleagues even where short service. Specific miscarriage leave and supportive, compassionate leave policies. Our wellbeing policy, taking a whole-person approach, is at the heart of the organisation's culture.
Volunteering day /moving house day	Two days per annum/ one day per annum
Sabbatical leave and career breaks	Details upon request
Paid study leave and financial support for relevant qualifications	Up to 50% cost and five days of study leave (subject to criteria and passing probation).

