



**LEAGUE**  
AGAINST CRUEL SPORTS

# BENEFITS OF JOINING THE LEAGUE

## Our Culture

You can expect a working environment where empowerment, fairness and respect are the essential drivers of our culture. Our people are our most powerful asset, our differences bring better outcomes for animals and we actively encourage everyone's input into our mission. We believe in fair remuneration, we regularly benchmark our salaries, always #ShowTheSalary and are an accredited Real Living Wage employer. We adopt a safety-first approach, prioritising health and wellbeing and our compassion shines through our people policies, from offering flexible working options from day one, to our bereavement leave policy covering the loss of pets as well as the people close to us.



## Pension Scheme

All employees are automatically enrolled into our ethically invested pension scheme. The League contributes the whole legal minimum for you (the equivalent of 8% of your salary) and you can also make additional contributions.

## Interest Free Loans and Travel Passes

The League, as a discretionary part of the benefits package, may provide interest-free loans for the sole purpose of purchasing travel passes.



## Employee Assistance Programme (EAP)

At the League we care about our employees and we are determined to ensure the best support is afforded to you. Through our EAP we offer face to face or telephone counselling sessions. Our EAP also provides a range of support via an online portal and a telephone helpline which you and your immediate family can make use of including legal, financial, health, wellness and caring information.





## Savings Centre

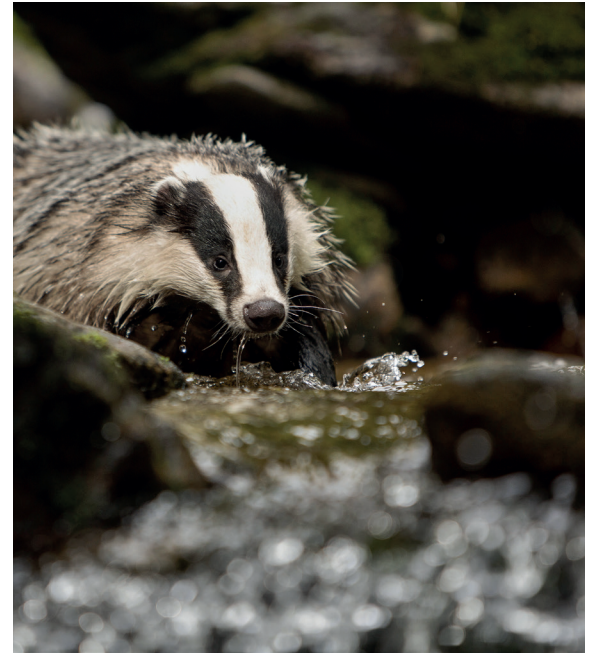
This provides access to discounts on cinema tickets, theme parks, attractions and other shopping offers. Through this service you can build loyalty points when shopping in certain places and use your points to purchase cinema tickets, book travel, transfer to your bank account, or redeem at online retailers.

## Death in Service

The League recognises family security as a top priority and has introduced the Death in Service payment, equivalent to three months' salary to offer a measure of financial security for your loved ones should the worst happen.

## Personal development

The League is fully committed to staff training and development, recognising that affording employees the opportunity to learn will benefit both the League and your long-term career development. In addition to our annual training plan, we also offer optional career conversations and development plans.



## Hales House Holidays

At the heart of Baronsdown Wildlife sanctuary, located in Somerset, we have the beautiful Hales House. We do have future plans for its use, but in the meantime offer you the opportunity to stay here with family and friends. There is a suggested donation for staying at Hales House to contribute towards the utilities and upkeep: long weekend, 3 night stay - **£60, mid-week break, 4 nights - £80, week break, 5 -7 nights - £100.**



## Sabbaticals

Following two years satisfactory service you can apply to take an unpaid sabbatical from work for a maximum of six months, with a guaranteed return to work to your job or one similar.







## Employer Supported Volunteering

We believe volunteering adds huge benefit to the community and provides a valuable opportunity to you. You can apply to take up to two days (pro-rata) paid time off per year to undertake approved volunteer work. This can be a range of activities including local fundraising events, mentoring, career or employability events, sharing your professional expertise in the community, charity trustee duties and team volunteering, such as community gardening and painting.

## Annual Leave

Our passionate and driven team work hard in our mission to end cruel 'sports'. As an employer, the League recognises the importance of work/life balance and provides a generous annual leave entitlement of 28 days per annum in addition to the public holidays (pro-rata). After five years' service this increases annually by one day, up to 38 days per annum (pro-rata).



## Team League

Our people are the League, at the heart of everything we do. The biggest benefit of working here is being part of our passionate and committed team, united by our shared compassion for animals.



## Team feedback from our 2021 survey:

"Sense of community, fun and effectiveness"

"The environment/people are incredibly welcoming and relaxed. I always have felt safe and secure at work here"

"Invests in and cares about its employees"

"The League is a fair place to work. The level of understanding and realistic expectations as well as the people that work for the League makes it an amazing place to work."

"Open communication, flexible working, clear goals, freedom to do your job"

"Trusts that we know what we're doing; acts upon feedback; lives its values; does the maximum it is required to do for staff rather than the minimum tick box; open-door policy to senior management; staff are stakeholders and contributors to their own plans"

"It feels like a family"