

Benefits of working at 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 paid bereavement leave of up to two weeks covering the loss of our 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 per cent of your salary) and you can also make additional contributions.

Death in Service

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

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.



Benefits Hub

This provides access to discounts on a variety of supermarket and high street retailers, cinema tickets, theme parks, attractions, electronic devices and travel amongst others.



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.

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.

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.

Work from Anywhere

You can apply to work from anywhere for a period of two months, opening up greater travel and family opportunities.

Annual Leave

We recognise the importance of work/life balance and provide 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).

Holiday buy-back

Need even more holiday? You can request to buy an additional week of annual leave and spread the cost across the year.

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.

Employer Supported Volunteering

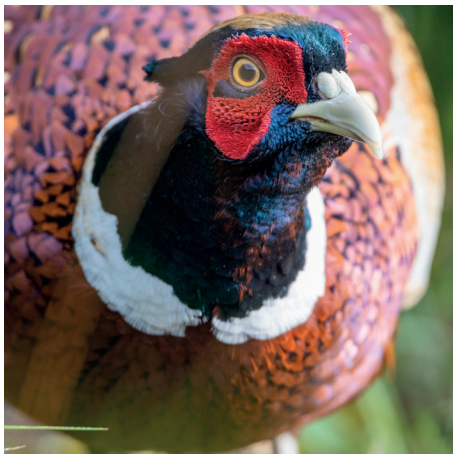
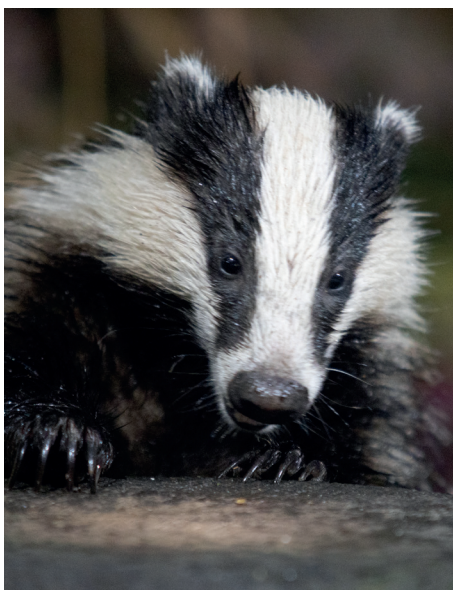
We believe volunteering adds huge benefit to the community and provides a valuable opportunity to you. You can apply to take up to two days (pro-rata) paid time off per year to undertake approved volunteer work. This can be a range of activities including local fundraising events, mentoring, career or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

Team League

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

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.



Average salary: £29,320



- + **Interest free** travel loans
- + access to **free** counselling and other EAP services
- + **discounted holidays** to Hales House
- + average **savings** via CycleScheme
- + average **savings** via Benefits Hub
- + **free** will writing service

Takes your **£29,320** salary up to potential **£54,288**

With long service increases to holiday entitlement this rises to **£55,408**

But in addition, you can't place a value on:

- Work-life balance from hybrid working, holiday buy back, work from anywhere & sabbatical schemes
- Working with a driven, engaged and compassionate team
- Making the world a kinder place for animals

