

LIFE AT BATTERSEA





OUR CULTURE

Battersea has a warm, open and inclusive culture.

Every member of staff and volunteer is united by a common passion: dogs and cats. This drives us forward together and ensures that even when we have differing priorities, we always understand what the end goal is.

Outside of the day job, there are lots of optional clubs, groups and events. Summer and Christmas parties are held to bring all our centres and people together, as well as numerous other informal gatherings that celebrate big and small moments throughout the year. There are also several clubs and societies that are open to all from softball to book club, and the chance to get closer to our animals through lunchtime cat socialisation sessions, fostering animals and more.

We also welcome new starters to join and engage with our Inclusion Networks. Our Menopause, Disability and Wellbeing, Ethnic Diversity and LGBTQ+ networks are open to all, including allies, helping us to better understand the perspectives of our colleagues, provide support for one another and drive change to be a more inclusive Battersea.

**TOGETHER,
WE'RE HERE
FOR EVERY
DOG AND CAT**



OUR SUPPORT

Throughout your time at Battersea, we'll help you to learn, grow and develop. This will look different for each person, role and team, but here are some of the ways we can support you from your very first day:

- A thorough induction to immerse you in Battersea and help you meet people outside your department
- Access to a wide range of internal development opportunities, including career conversations, mentoring programmes and aspiring managers training.
- External events
- Apprenticeship qualifications
- Digital learning
- Ongoing development for managers and leaders
- Structured programme of development-focused conversations with your manager
- Wide range of initiatives to support health and wellbeing
- Reimbursement for professional membership subscriptions (e.g. CIPD, APM, etc.)

OUR VALUES

Our values bring us together and remind us to always strive to be an inclusive, caring and forward-thinking place to work, while ensuring every decision we make is for the good of dogs and cats.



Care

We care wholeheartedly about our mission to be here for every dog and cat, and the work we each do to achieve this.



Expertise

We are experts at what we do, focusing on continual improvement, learning and growing our expertise, so we can all be the best we can be.



Determination

We stay focused and solve problems to achieve our goals and our mission to be here for every cat and dog.



Respect

We treat one another with respect, just as we treat every cat and dog with respect.



Inclusion

We champion diversity in all its forms, so that everyone can be themselves and feel valued and included.



Collaboration

We understand that by working together across teams and with our partners, we achieve more for dogs and cats

**HOWEVER LONG
THEY NEED US,
WE'RE ALL IN,
FOR THEM**



OUR PROMISE

We believe everyone should be valued and respected regardless of race, age, gender, sex, disability, sexual orientation, social class, religion or belief. We will always strive to make everyone that works at Battersea feel this way.

To help us challenge ourselves and continuously improve, we are proud to be a Disability Confident Committed employer, a Menopause Friendly Committed employer, and members of Race Equality Matters and Inclusive Employers, so we can strive for best practice in inclusion and diversity. We have also committed to the #ShowtheSalary campaign, where we ensure salary transparency for all our roles to help address pay gaps in the charity sector.



BATTERSEA

HERE FOR EVERY DOG AND CAT

BATTERSEA DOGS & CATS HOME

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Battersea is a charity registered in England and
Wales (206394)

Patron HRH The Duchess of Cornwall GCV
President HRH Prince Michael of Kent GCV

