



Walking Scotland

Staff Employment Benefits

As well as a flexible, supportive and rewarding working environment, we offer the following employment benefits:

Wellbeing

- Paid annual leave and public holidays totalling 36 days for full time staff
- Flexitime Policy to enable employees to balance their work responsibilities and personal commitments with generous carry forward of flexitime (21 hours per month for full time staff)
- Employee Assistance Programme
- Half hour (paid) activity break each week
- Cycle friendly employer
- Paid sickness absence from the start of employment
- Special leave policy
- Staff volunteer days

Financial

- Contributory defined contribution pension scheme – 10% employer contribution dependent on 6% employee contribution
- Supply of business mobile phone
- Salary sacrifice schemes for cycle and home equipment purchase

Work / Life Balance

- 35 hours working week (full time)
- Flexible Working Policy
- Hybrid working between Stirling office and home location.
- Maternity/adoption leave – enhanced mat leave pay – 3 months full pay and 3 months half pay after 1 year of service.
- Paternity leave – 2 weeks full pay.

Walking Scotland, June 2025