



# Staff recruitment pack

2021



**Bowel Cancer**UK  
Beating bowel cancer together



**“ On many occasions when we were in some difficult and very dark places, we received invaluable help and support from Bowel Cancer UK. Their professional knowledge, advice and emotional guidance were absolutely priceless and that is why I’m delighted to be a volunteer, working to create a future where nobody dies of the disease. ”**

**Tim**

## **Welcome from our Chief Executive, Genevieve Edwards**

**I’m delighted you’re interested in joining our team at Bowel Cancer UK.**

Our task is urgent. Every 30 minutes someone dies from bowel cancer, making it the UK’s second biggest cancer killer. But it shouldn’t be this way, because bowel cancer is a treatable and curable disease, especially if diagnosed early.

Bowel cancer is also the fourth most common cancer in the UK – over 42,000 people are diagnosed each year. It can affect anyone, but it’s most common in those over 50. The scale of our task cannot be underestimated.

Bowel Cancer UK is the UK’s leading bowel cancer charity. We’re determined to save lives, improve the quality of life for everyone diagnosed with the disease, and support all those affected by bowel cancer in the UK. Our vision is a future where nobody dies of the disease.

Following the successful merger of the two largest UK bowel cancer charities in January 2018, our charity is having more impact and reaching more people than ever before.

But the pandemic has been devastating for bowel cancer patients, disrupting and pausing health services they relied on. It was tough for our supporters too, but our charity emerged from last year resilient, stronger and even more determined.

In 2020 we also strengthened our connection to our community, and reaffirmed our purpose. We have a renewed strategy and a tight, focused team. As ever, we’re guided by the needs and priorities of our community and inspired by the generosity and energy of our wonderful supporters.



**Genevieve Edwards, Chief Executive**

You’ll join an organisation with a vibrant, dynamic and ‘can-do’ culture. You’ll help the charity operate to the highest standards, raise more money, invest in research and support services, influence national policy and make a meaningful and impactful contribution to the lives of those affected by bowel cancer.

**If this sounds like the challenge for you, we’d love to hear from you. Thank you for your interest.**



## Why work with us?

At Bowel Cancer UK we aim to make work productive and rewarding. We strive to meet the standards of a good employer within the charity sector and to do what we can to achieve balance in our working lives. We're committed to quality and the attainment of professional standards of excellence in every area of our work.

You can expect a well-structured and focused working environment with clarity about performance expectations and work standards. We want everyone to know how they can contribute to achieving our goals and feel part of a supportive team with high ambitions. You'll have regular meetings with your line manager, an annual appraisal, and a personal development plan.

### Flexible working

We want to ensure our staff have the flexibility they need to achieve a good work-life balance. You can work at home, in our Hub in London, or a mix of both and can also request flexible working hours. All staff are provided with a laptop to ensure they can fully access our IT systems from home.

### Financial benefits

We operate a Group Personal Pension Scheme through Scottish Widows and match contributions of 4% of salary. After three months' service, employees benefit from a Life assurance scheme offering four times salary in case of death in service. Staff can also benefit from an annual season ticket loan or the cycle to work loan scheme.

### Leave entitlements

The standard annual leave entitlement for full-time staff is 25 days plus eight bank holidays. We also close for three days over Christmas and these days are in addition to the leave entitlement. Paid emergency leave, study leave and bereavement leave are available to all staff. Sometimes staff will need to carry out extra work outside normal working hours – for example to cover evening meetings or a weekend event. In these situations we offer time off in lieu (TOIL) to compensate for the extra time worked.

### Wellbeing benefits

Our Employee Assistance Programme means all staff and their immediate family have access to an independent confidential 24 hour helpline. If you're a display screen user, we'll pay for an annual eye test and if you need glasses or contact lenses to help you in fulfilling your role, we'll fund the cost of standard frames and lenses.

We're looking to increase the diversity within our team and welcome applications from anyone who has the skills and qualities outlined in the job description or who believes they have the ability to learn them fast. What's important isn't your level of education or the opportunities which you've had, it's about you and how you seize the prospects ahead of you.

### About Bowel Cancer UK

We're the UK's leading bowel cancer charity. We support and fund targeted research, provide expert information and support to patients and their families, educate the public and professionals about the disease, and campaign for early diagnosis and access to best treatment and care.

### Our vision

A world where nobody dies of bowel cancer.

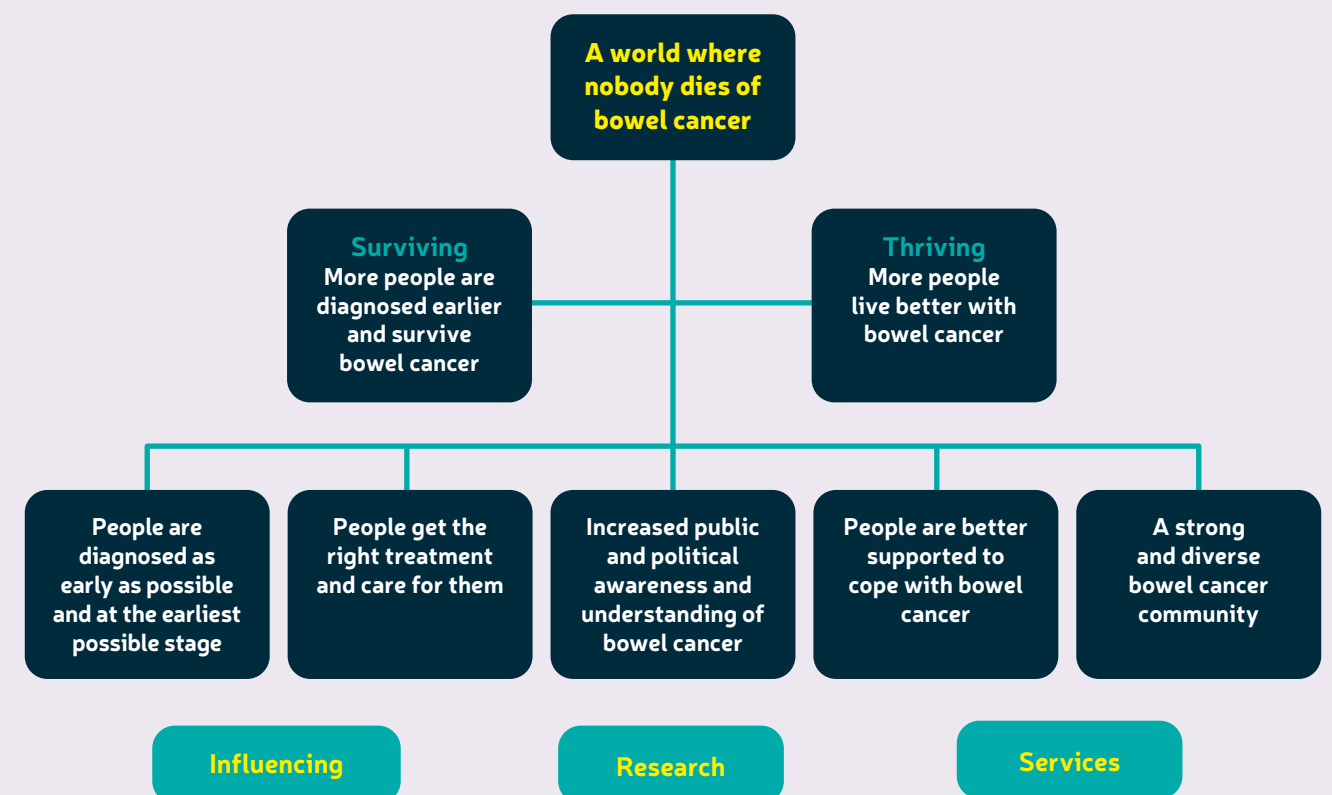
### Our mission

We're determined to save lives and improve the quality of life of everyone affected by bowel cancer by championing early diagnosis and access to best treatment and care.

### Our values

We always strive to be patient and family focussed, compassionate and human, expert and evidence-based, ambitious and determined, and welcoming and inclusive.

### Our strategic goals



## Our 2020 in numbers

**8,000 individuals and more than 165 partners and institutions helped us raise £4.5 million.**

**Over 130 volunteers generously gave their time and expertise. That's more than two volunteers for every member of staff.**

**This wonderful support made a real difference to people affected by bowel cancer:**



- we provided a peer-to-peer forum, **helping over 5,000 people** gain much-needed support and information



- we ran an online support group for those with advanced bowel cancer, **helping over 1,000 people**



- we provided vital digital information on all aspects of bowel cancer, which was **viewed 1.2 million times**. This helped those diagnosed with the disease and raised awareness of signs and symptoms



- our coronavirus information was **accessed 66,000 times** providing bespoke information on how COVID restrictions and guidance affected people with bowel cancer, and where they could access support



- **more than a third** of our National Colorectal Cancer Nurses benefitted from our healthcare professionals digital get together



- **we helped secure approval for two new drugs** to benefit advanced bowel cancer patients in the UK, who are people with few other treatment options



- **we worked with 49 other cancer charities** as part of One Cancer Voice to provide consistent guidance and support to people with cancer during the pandemic



- we campaigned for the **one million 'missed opportunities'** for bowel screening to not be forgotten, to prevent thousands of people being diagnosed with bowel cancer at a later stage



- **over 1,200 people** shared their experience of bowel cancer in younger people for our Never Too Young report, helping to shine a spotlight on the catastrophic delays and barriers to diagnosis younger people face



- our media coverage reached **over 782 million people**



- **over six million viewers** saw our bowel cancer storyline on Emmerdale, giving us the biggest on screen spotlight on bowel cancer symptoms, diagnosis and treatment in the charity's history

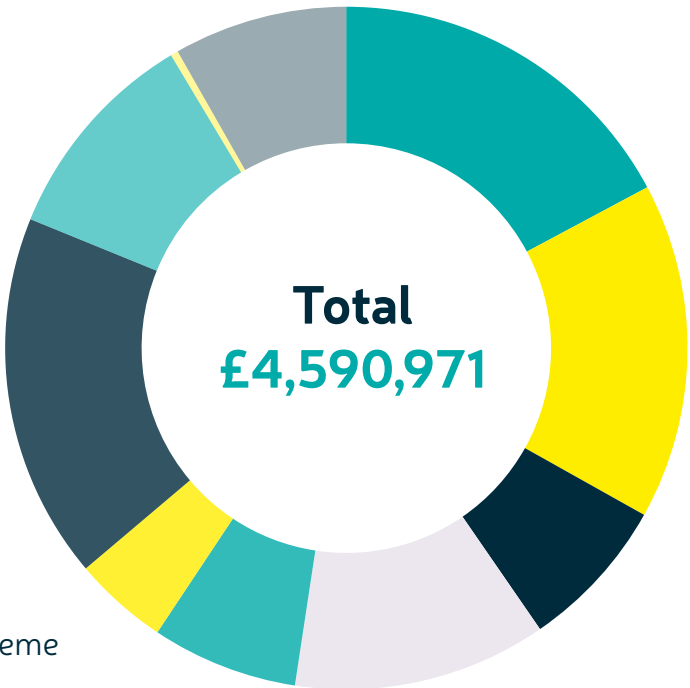


- **two new Patrons** – England and Harlequins rugby player Joe Gray and Hull City footballer Angus MacDonald – raised awareness of how they had been personally affected by the disease to a whole new generation of supporters

# Financial summary 2020

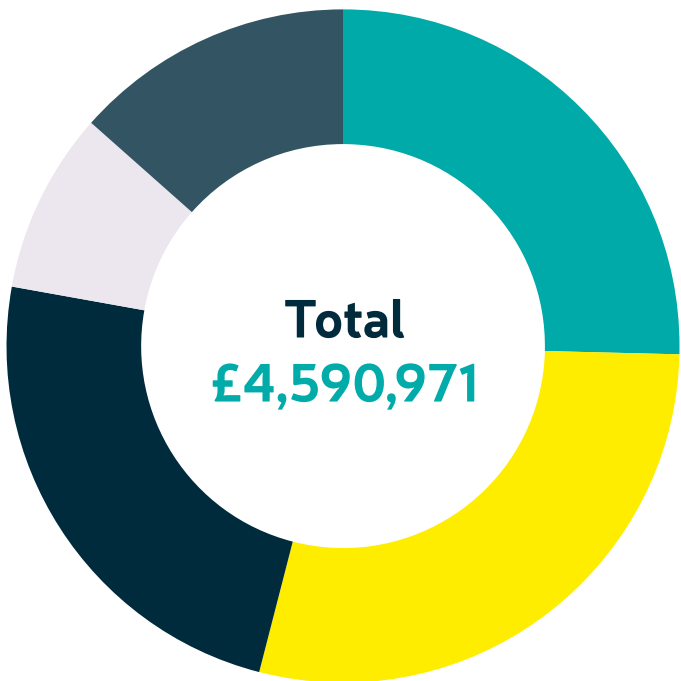
## Where our money comes from

- Individuals **£789,269**
- Legacies **£731,362**
- Nations **£333,804**
- Philanthropy and Partnerships **£551,721**
- Runs **£318,067**
- Treks and Challenges **£206,220**
- Community **£795,661**
- Pro Bono **£470,572**
- Other **£16,486**
- HMRC Job Retention Scheme **£377,809**



## How we spend our money

- Awareness and Direct Services **£1,173,288**
- Communications and Campaigning **£976,353**
- Research Grants **£357,246**
- Generating Voluntary Income **£1,040,979**
- Support Costs **£551,791**



“ When I was really scared, I went onto Bowel Cancer UK’s online forum and then joined the stage 4 Facebook group. This has been a massive support for me and I am active on it. I also used the charity’s website to find out information about my cancer when I was ready to do it.

Hannah

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Bowel Cancer UK is the UK's leading bowel cancer charity. We're determined to save lives and improve the quality of life of everyone affected by the disease.

We support and fund targeted research, provide expert information and support to patients and their families, educate the public and professionals about bowel cancer and campaign for early diagnosis and access to best treatment and care.

**To donate or find out more visit**  
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