



Life at Bell Ingram

# Contents

Introduction.....	(pages 3).....
Our Values.....	(pages 4).....
Your Career.....	(pages 6 – 7).....
Your Finances.....	(pages 9 – 10).....
Your Expenses.....	(pages 12 – 13).....
Your Lifestyle.....	(pages 14 – 15).....
Your Health.....	(pages 17 – 18).....
Your Leave.....	(pages 20 – 22).....
Culture & People.....	(pages 23 – 24).....
Sustainability.....	(page 26).....



# Introduction

People are at the heart of Bell Ingram. We recognise and reward the hard work of our colleagues who deliver consistently high standards of professional service across all departments. Rewards and benefits are not just about money.

Our attractive package includes a wide range of benefits for Bell Ingram employees, from pension plans and tailored career development to flexible working and 24/7 access to online GPs.

A snapshot of the benefits available to you is shown in this booklet.



# Our Values

## Ambitious

We invest in training and developing our people and are ambitious for our clients and our company.

## Respectful

Maintaining respectful relationships is key to our success. We pride ourselves on honesty, integrity, accountability and a highly personal approach.

## Evolving

We have been in business for over 120 years and our strong roots have given us a stable foundation to grow and embrace new ways of working.

# Bell Ingram

...and soft fruit, suitable for  
...Consultancy services for estate  
...forming associations and individual  
...new orchards and fruit growing  
...Design and planting services to  
...people to establish new orchards

Scott  
Fruit

Blancox: 07  
Scottishfruit

...the skills need  
...of old fruit trees  
...the development





# Your Career

We understand the importance of developing our employees. Whether it's training up our graduate land agents to pass their APCs, or helping individuals achieve personal career goals, our line managers and mentors are with you every step of the way.

## Professional Development

We encourage everyone to continue their learning and development throughout their career with us to help them fulfil their full potential. Colleagues are encouraged to get a wide range of experience in different areas and offices within the business. We pay for relevant training courses – not just APC but post-graduate qualifications.

## Mentoring & Training

With a wealth of industry experience within the business, our mentors share their knowledge, experience and expertise to help you develop. Our graduate trainees will receive comprehensive training from our in-house trainers to ensure they excel in their final exams.

## Appraisal

We use annual appraisals as an opportunity to shout about our achievements and consider future ambitions. This is supported by regular one to one conversations with managers to support and encourage success.



## Promotion

We have a promotion process that recognises ability and contribution which has seen many of our team progress to Associate and Partner level.

A photograph of a woman with long brown hair and sunglasses, wearing a dark blue vest over a white shirt, smiling and talking to a man with short brown hair and sunglasses. They are outdoors at what appears to be a fair or festival, with other people and tents in the background. A large green circular overlay is positioned in the center of the image, containing a quote in white text. The vest the woman is wearing has the words 'Bell' and 'Ingram' visible on it.

“I really like working at Bell Ingram. I feel like I can always voice my opinion.”





# Your Finances

The financial security of you and your family is important to us, that's why we offer an attractive remuneration package for all employees.

## Competitive Salary

Bell Ingram offers attractive salaries across our business, recognising your individual experience and expertise.

## Bonus & Referral Schemes

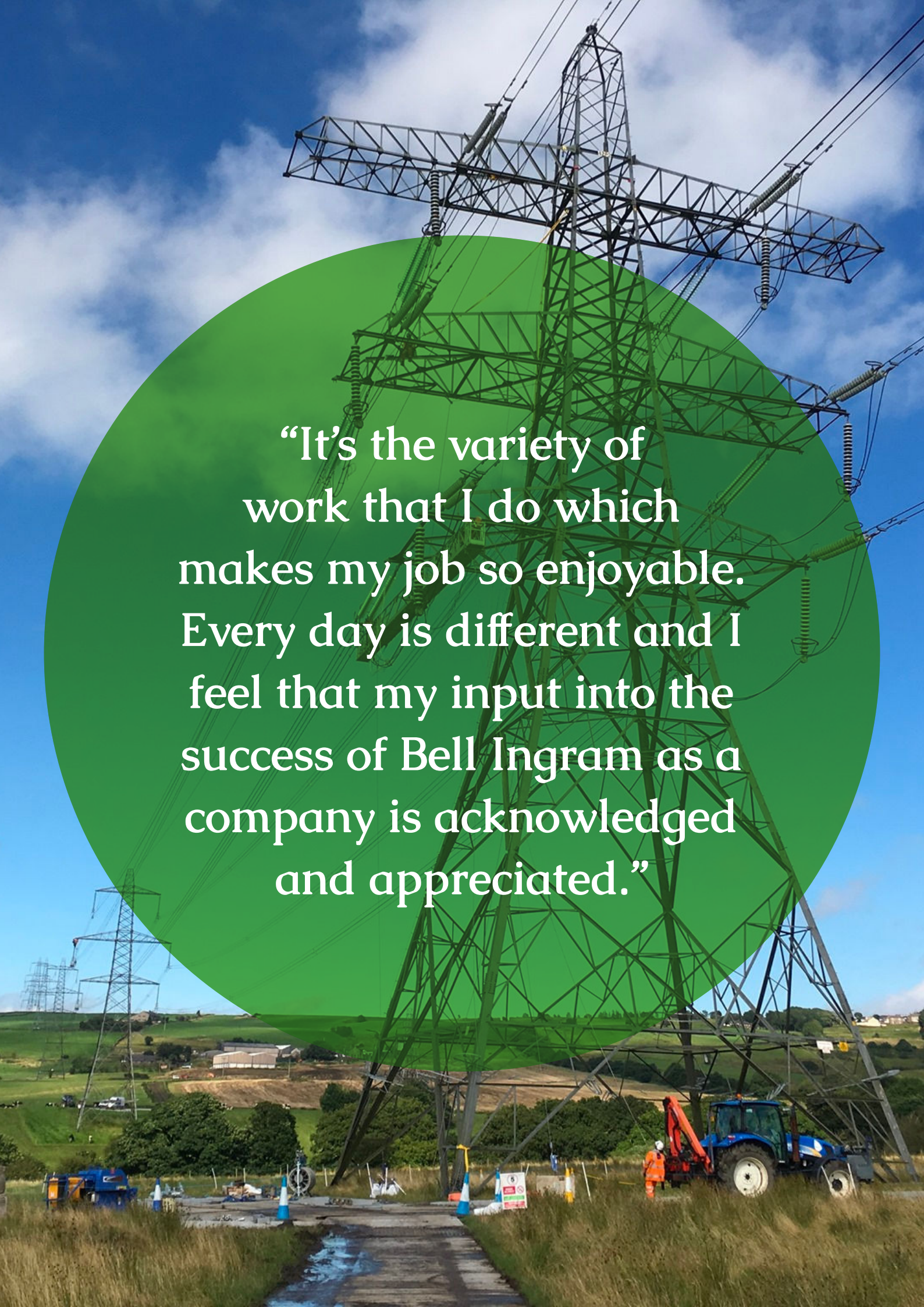
Our discretionary bonus scheme offers employees of Associate level and above an annual bonus. Meanwhile our 'refer a client' scheme offers financial reward for successfully referring sales from private contacts.

## Pension

Employees are automatically enrolled in the Bell Ingram pension plan following completion of your probationary period. Voluntary additional contributions can be made.

## Life Insurance

We offer life insurance for all employees (at 4x salary), providing financial peace of mind to your loved ones.



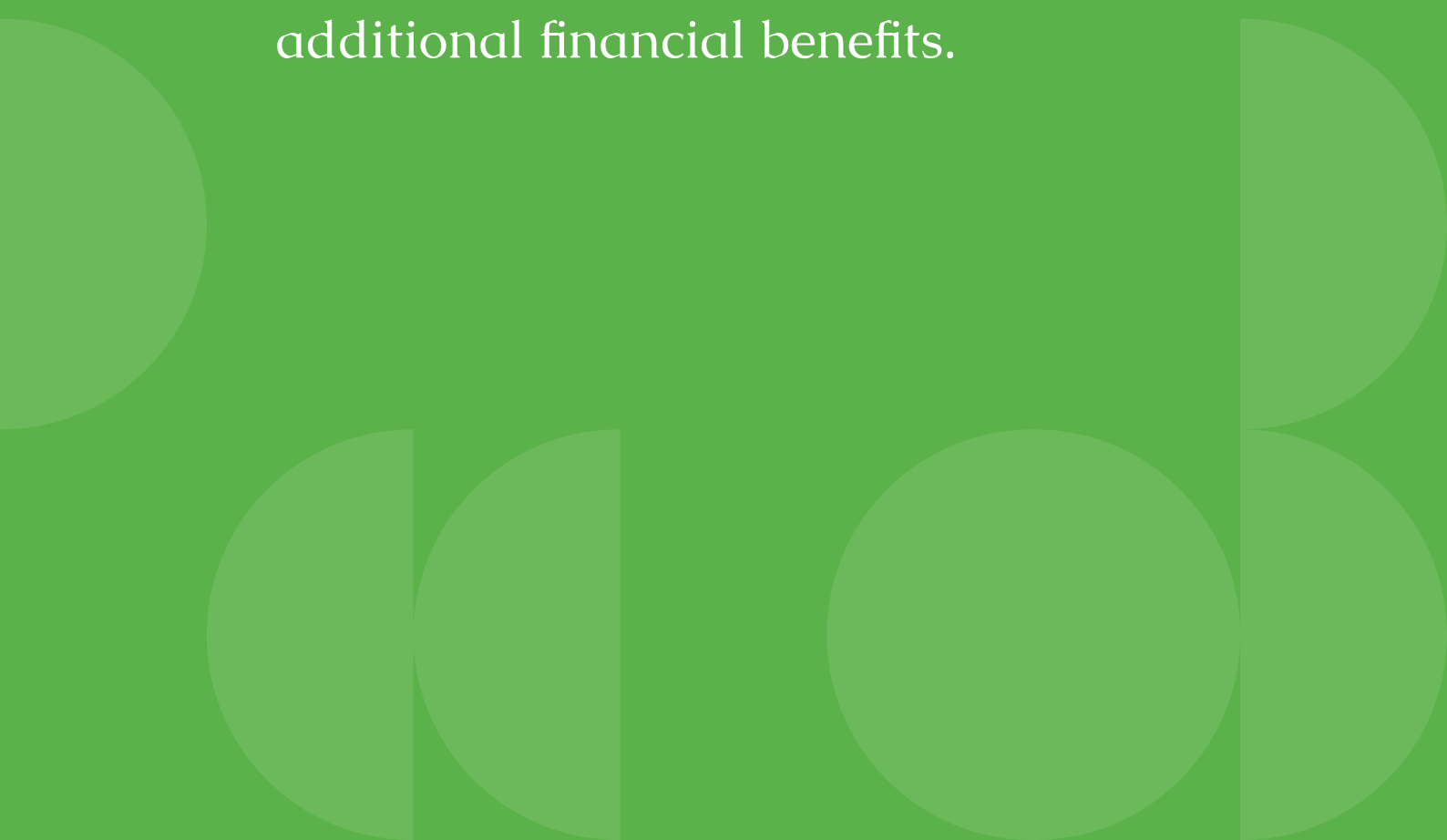
“It’s the variety of  
work that I do which  
makes my job so enjoyable.  
Every day is different and I  
feel that my input into the  
success of Bell Ingram as a  
company is acknowledged  
and appreciated.”





# Your Expenses

We like to support our employees beyond their salaries and pension contributions by offering a range of additional financial benefits.

The bottom of the page features several large, semi-transparent circles in various shades of green, creating a decorative background.

## Car Allowance

Bell Ingram provides certain employees with a company car in accordance with our car purchasing policy.

## Mileage

Employees are reimbursed for all work-related journeys at a rate of 45p for the first 10,000 miles.

## Professional Subscriptions

We know professional development sometimes comes at a cost, therefore Bell Ingram covers all professional subscriptions for employees.





# Your Lifestyle

Working life has changed drastically over the last few years and so has our remote working policy. Bell Ingram offers flexible and hybrid working to support a healthy work life balance.

## Flexible Working

As an employer we trust and respect employees' wishes to work remotely. Although many roles within our business have core hours, there is often flexibility within this so employees can meet other life commitments. Our flexible working policy goes a step beyond the statutory by making flexible working requests a day one right.

## Remote & Hybrid Working

A mixture of home and office working is the preferred approach for many Bell Ingram employees. Our innovative IT software allows you to work seamlessly from wherever works for you.

## Cycle to Work

We support the Cycle to Work Scheme which saves you 25-39% on a bike and accessories (or even more with our offers). You pay nothing upfront and the payments are taken tax efficiently from your salary.

A man in a green shirt and red tie is smiling and looking towards the camera. He is seated at a white table with a white mug and a glass of water. In the background, other people are visible, and a large green circle is overlaid on the image, containing a quote.

“I have an excellent  
working relationship with  
my line manager and with  
colleagues in all departments  
who I’ve found to be  
exceptionally professional  
and helpful.”



# Your Health

The physical and mental health of our employees and their families is as important to us as it is to you, that's why we offer all Bell Ingram employees a range of support when it comes to their overall wellbeing. We also have trained Mental Health First Aiders.

## Smart Health

All insured employees as well as their immediate families (partners and children up to the age of 21) have unlimited access to a 24/7 virtual GP, mental health support, a health check, a nutritionist consultation, expert second medical opinions, and personalised online fitness programmes, from anywhere in the world.

## Bereavement Counselling

Our bereavement counselling service is completely confidential and free to use for employees and their immediate family. It includes unlimited access to a 24/7 bereavement helpline, as well as up to four face-to-face or telephone sessions with a qualified counsellor.


## Wellness Check-Ins

Our monthly wellness bulletins make sure our employees are aware of how best to look after their physical and mental wellbeing.



## Menopause Policy

Our supportive human resources team offers a number of initiatives which promote wellbeing. This includes a Menopause Policy designed to support individuals and provide guidance for line managers.

A photograph of a meeting in progress. Several people are seated around a table. In the foreground, a woman with blonde hair is smiling and looking towards the right. To her right, a man with glasses and a white shirt is looking down at a document. In the background, other participants are visible. A large green circular overlay is centered over the image, containing a quote in white text. A flipchart with the 'Lyreco' logo is visible in the background.

“I feel trusted to manage my own schedule. This provides flexibility to prioritise family responsibilities and helps to achieve a good work-life balance.”



# Your Leave

We work hard here at Bell Ingram  
and our employees deserve well-  
earned time off.

## Annual Leave

As a full time employee you will receive 30 days annual leave and an additional day off on your birthday.

## Holiday Loyalty Scheme

This scheme recognises long service within the company. Your annual holiday entitlement increases by one day for every three years completed service up to a maximum of 5 days.

## Family Leave

We care about employee's family lives by offering enhanced maternity, paternity and adoption pay. We also provide fertility leave and paid pregnancy loss and neonatal leave.


## Compassionate Leave

Bell Ingram operates a bereavement leave scheme whereby employees may have five days with pay, following the death of an immediate relative.



## Sick Leave

If you become unwell, you won't have to worry about finances as our sick pay policy ensures staff are covered.



“You never stop learning. From the people you meet, the places you go and the opportunities that present themselves.”



# Culture & People

As a business, we not only work hard but have fun too.



## Staff Conference & Beyond

The annual Staff Conference allows our teams to meet colleagues from across the country to learn, socialise, and form strong working relationships. We also arrange regular socials and team sporting events – because we know that work is about more than just coming to the office or joining a Teams call.

## Charity Commitments

Each year we commit spend to charities making a real difference to those working in our sectors, including RSABI, Yorkshire Air Ambulance and Scottish Charity Air Ambulance. Bell Ingram also supports employees with personal fundraising efforts.

## Bell Ingram in the Community

We are active members of our communities and support projects that help our countryside and rural communities thrive.



“I feel I have  
the full support  
from my manager in all  
areas of my work together  
with all the partners and  
staff and feel a valued  
member of the  
team.”



# Our Commitment to Sustainability

Bell Ingrams has committed to be carbon neutral by 2030 – well ahead of the UK Government target (2050). Our targets are aligned with the United Nations Sustainable Development Goals. Our staff are trained in carbon reduction and environmental best practice and encouraged to seek sustainable solutions wherever possible.



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