

The Mercat Deal



*'Everyone in our team is
respected, encouraged and celebrated
for the individual they are.'*


*We promise to work hard with you
to understand and support you
to be the best you can be.'*



***Look after yourself, our visitors and our team,
and Mercat will look after you.
That's the Deal.'***

*'Security of employment,
work and income are
important foundations of
a successful life'*
FW Convention

Security

A woman with dark hair in a ponytail, wearing a black t-shirt and a red vest, is smiling while wearing a headset with a microphone. She is sitting at a desk with a computer monitor displaying a blue screen. In the background, there is a potted plant on a shelf and a map on the wall.

**Real Living Wage
Permanent Contract
Flexible Working
Advance pay
10% profit-share bonus
4wk+ notice of rota
Sick pay
Pension**



Paid internships
Flexible working
Cyclical coaching
10% profits invested in CPD
Clear promotion structure

Opportunity

*'It is a reasonable
aspiration to want work
that is fair – and for fair
work to be available to
everyone'*

FW Convention


A group of approximately ten people of various ages and ethnicities are posing for a photo in front of a large, historic Gothic cathedral with multiple spires and stained glass windows. The group is arranged in two rows, with some individuals standing and others slightly behind. They are all smiling at the camera. The background shows the intricate stone architecture of the cathedral under a blue sky with some clouds.

Autonomy of decision-making
Charity partnership development
Quality Assurance to celebrate success
Cross and up-skilling opportunities
Team Action Groups

Fulfillment

'Workers who are fulfilled in their jobs are more likely to be engaged, committed and healthy.'

FW Convention



*'Respect at work enhances
individuals' health,
safety and wellbeing'*

FW Convention

Respect

Clear HR policies

Inclusive recruitment practice

Mercat Holiday Home

MHFA trained team

Bike to Work scheme

Period Poverty support

Pronoun badges

Ed World Heritage Membership

ASVA card benefit

Signposting; financial, legal wellbeing



Effective Voice

'Having a say at work is consistent with the broader suite of rights available to citizens in democratic societies.'

FW Convention

Multi-channel team consultation

Regular team meetings

Annual team conference

Annual team survey and review

Annual personal review

Clear line of responsibility

Clear comms structure



Mercat Tours

