



The Coal
Authority

Insight



There are all kinds of reasons why the Coal Authority is a great place to work. It's forward thinking, dynamic and rewarding and we give our people everything they need to flourish. So whatever role you see yourself doing, you'll be joining a friendly, highly-skilled team.

About us

We provide expert advice and creative solutions to manage the public safety and environmental issues from coal and metal mining. To enable us to do this, we need to be forward thinking, inventive and robust.

The last deep mine closed in December 2015, so why does the Coal Authority still exist? Well, we were established in 1994 to undertake specific statutory duties. They include dealing with the legacy of coal mining including the treatment of polluting mine water and mine gas emissions, remediating coal mining subsidence damage and dealing with ground and mine entry collapses.

To give you an idea of the extent of our legacy, 7 million properties sit within coalfields and there are 170,000 recorded mine entries not to mention the ones we don't know about.

To enable us to carry out our statutory duties we receive funding from government, but we're becoming more self-sufficient by realising the economic value in our people and in the information we hold.

Welcome to the Coal Authority. We know that our people are our biggest asset and are committed both to staff development and ensuring that the Coal Authority is a great place to work.

We empower our people; listen, share, build confidence and celebrate success. We are committed to all aspects of diversity and inclusion and the positive mental health and wellbeing of each other.

I'm excited that you're considering working here. If you join us I guarantee you'll have a fulfilling time in a role that really makes a difference to communities and their environments.

Lisa Pinney MBE

Chief Executive



Committed
to being an
Inclusive
Employer



Our objectives

As well as continuing to invest in innovation and develop new solutions to deliver our statutory duties more efficiently and effectively, we also want to become an employer of choice.

Our mission – what we want to achieve

‘Making a better future for people and the environment in mining areas’

Purpose – what we do

We:

- keep people safe and provide peace of mind
- protect and enhance the environment
- use our information and expertise to help people make informed decisions
- create value and minimise cost to the taxpayer

Our culture

We’re incredibly forward thinking with a clear vision, mission, values and goals. We’re focused on the commercialisation of the skills and knowledge of both our people and the vast quantities of data that we hold in relation to the legacy of mining.

We’ll help you to improve your skills and build on your expertise through interesting, challenging and rewarding work to enable you to get the most out of working with us.

Our people are also very generous when it comes to fundraising and like to support both local and national charities including MacMillan and Comic Relief.

“Our values enable us to expand and become successful in providing services to our customers.”

Trusted

We act with integrity

We’re open and transparent

We deliver on our commitments

Inclusive

We promote a culture of mutual respect

We recognise that our differences make us stronger

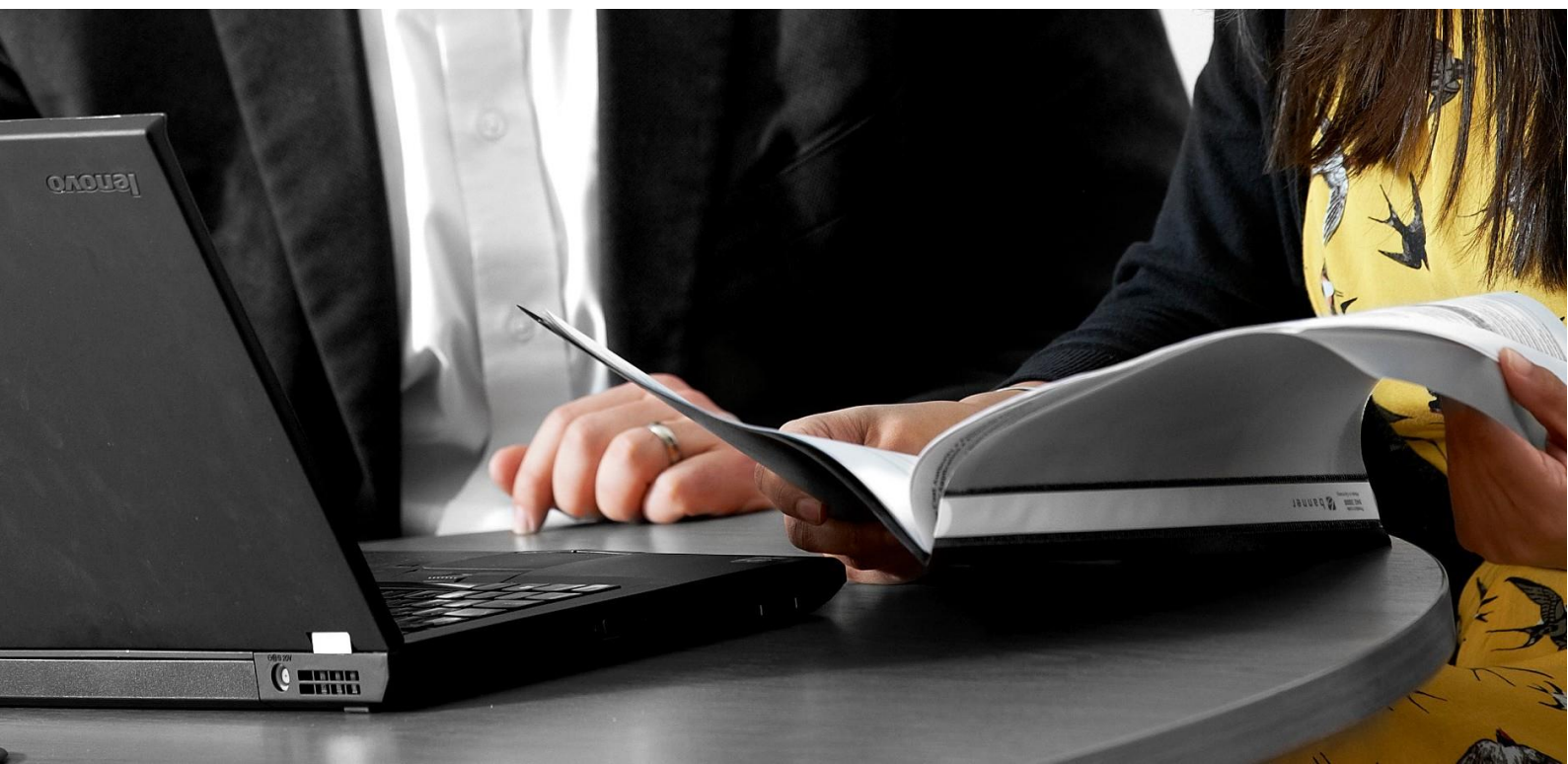
We work with others to achieve our vision

Progressive

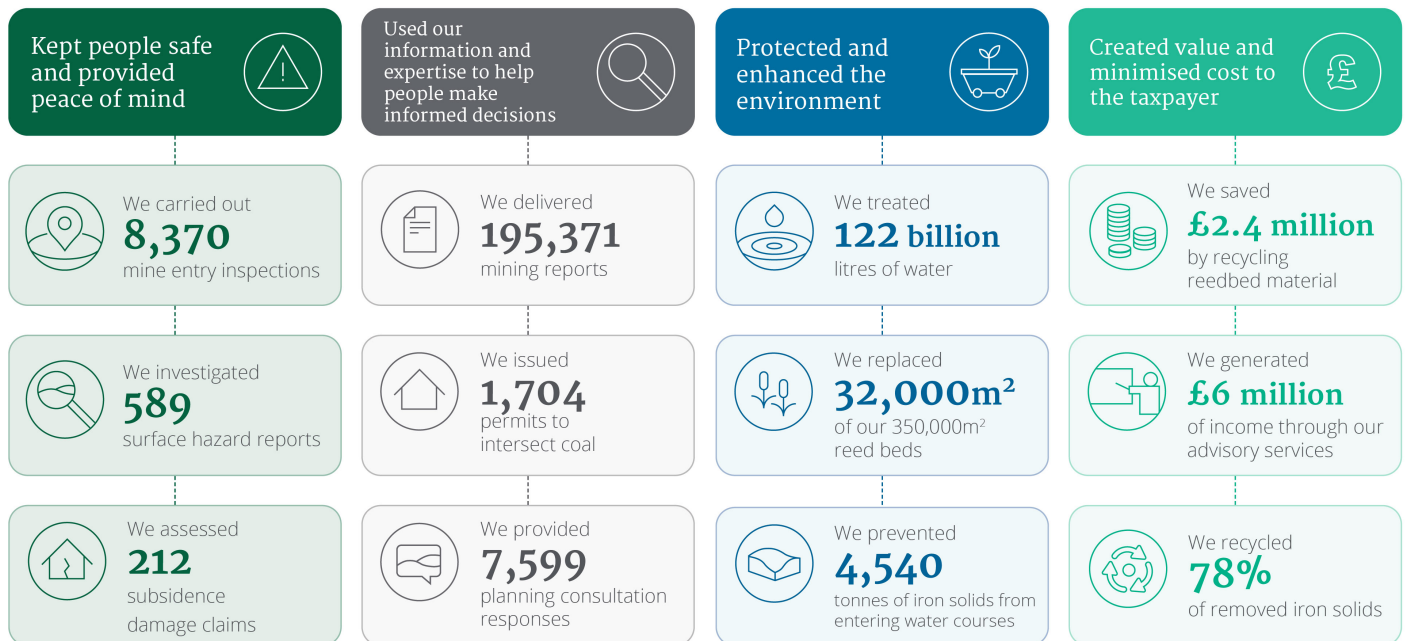
We’re open minded and innovative

We recognise that the past can help us shape the future

We listen and learn



In 2020/21:



Our commitment to equality, diversity and inclusion

The Coal Authority is committed to creating an inclusive working environment. This means more than just giving everyone equal opportunities; it's about allowing people to be themselves at work, welcoming difference and letting them know that their contribution is valued. Through our membership and affiliation with Stonewall, Disability Confident and Inclusive Employers, we have the support from diversity and inclusion experts to make sure inclusion becomes an organic part of our working life.

Supporting our people

Our greatest asset continues to be our people. Our performance management has been embedded into our culture as have opportunities for learning and development.

We also have a new competency framework which sets out how we expect our people to work. The framework has 3 leadership behaviours, known as 'Clusters'. These are 'Setting direction', 'Engaging people' and 'Delivering results'. Under each of these headings are the competencies which everyone, regardless of grade, are marked against during their appraisals and their coffee chats throughout the year.

The competencies include things like:

- develop our business by realising the economic value in our people and information
- improve our capabilities by innovation, organisational capability, efficiency and quality
- deliver our business safely whilst conserving the environment

Why join us

When it comes to finding and keeping the best people, we make sure we've got plenty to offer you in return. We want our people to feel great about coming to work and we hope we give them every reason to go the extra mile. That's why along with the scope to develop new skills and have an exciting and satisfying career, we also offer –

- Civil Service Pension Scheme – We offer a choice of a Defined Benefit (Alpha) or Defined Contribution (Partnership) Scheme. An example of a new employee enrolling into the Alpha scheme earning between £23,001- £45,500 will pay 5.45% of their Monthly Gross Basic Salary into their pension and we will pay 27.1% plus any contributions from the HMRC. For more information go to <https://www.civilservicepensionscheme.org.uk/>
- Generous holiday allowance of 27.5 days per year (plus bank holidays)
- Gym membership contribution of up to £15 per month
- Flexi-time – our core hours are 10.00am-12.00pm and 2.00pm-4.00pm but the hours either side can be worked flexibly. You can also earn an extra 6 days holiday a year through our flexi system
- Flexibility to work from home (with managers approval)
- Family friendly initiatives, including a childcare voucher scheme
- Health friendly initiatives, including 'Cycle to work' scheme and an employee 'MOT' medical
- Free parking on site
- Free 24-hour counselling and information service for you and your family
- Commitment to 5 days of personal development per year

As well as the great benefits and incentives, once you start, you'll get an induction into the business and time to spend with our teams to find out everything you need to know about our journey so far.

We're not what you expect

In a recent induction meeting, our newest members of staff were asked what they liked about us as an organisation and this is a few of their comments -

“

we all work together
to deliver a great service

commercially and
customer focussed

advanced technology
and great facilities

fast paced and
hard working

very much an adult
working environment

”

We hope you have found this insight into our organisation and our values interesting. If you have any questions, please contact our HR team on:

01623 637 000