

Allen's Cross Community Association Remuneration Policy

The goal of Allen's Cross Community Association's Remuneration Policy is to offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and deliver the charity's aims. We recognise the importance of valuing our staff and paying a fair salary for each role, recognising the context in which we work. We know that the majority of our funds are currently public money and for the benefit of local citizens. We also know that our senior staff need to effectively and appropriately manage, grants contracts and other social investment.

We recognise the small size of our staff team and the need to maintain and encourage team working to achieve our goals. We also recognise that over time staff will probably leave to progress their career and we will help them do that if we are unable to provide career development within the Association.

Remuneration levels for Allen's Cross Community Association's most senior staff that will typically be part of the charity's executive or senior management team are set and reviewed annually by the Trustees.

In deciding top levels of pay and rewards, consideration is given to

- a) The purposes, aims and values of the Allen's Cross Community Association, and its beneficiaries' needs.
- b) How pay is linked to the skills, experiences and competencies that the charity needs from its senior staff and the scope of their roles.
- c) The Association's current business plan and how implementing it may affect the number of senior staff the charity needs to employ or recruit, and the nature of these roles.
- d) The association's ability to pay, including:
 - 1 the benefit to the charity that such positions will bring
 - 2 the cost to the charity of increasing remuneration levels
- e) Information on pay policies and practices in other organisations that could help guide a decision on whether a level of pay is fair.

All other staff salaries are set by senior management taking into account factors including inflation and Allen's Cross financial position. Salaries are openly stated in job adverts. Consideration is given to a cost of living pay increase annually plus any one off bonus for staff based on performance.

Signed..........Chairman Date 12th FEBRUARY 2018