



## Pay Policy – Re:Source Blackburn CIO

As an organisation with important responsibilities towards our beneficiaries, donors, supporters, staff and the public, we recognise the importance of raising transparency and accountability in all aspects of our work.

In line with recommendations from the National Council for Voluntary Organisations' 2014 inquiry into executive pay, we are detailing our approach to pay.

At Re:Source Blackburn, we want to restore hope and aspiration in Blackburn with Darwen. To do this successfully means balancing two different needs: the need to ensure value for money in everything we do, including how we pay our staff; and the need to attract and retain people with the right leadership, experience, knowledge and skills required to lead the transformation we aspire to.

Having a competitive compensation package is one of the many ways in which we secure the very best people to deliver our objectives. Aiming to maximise our impact through fair salaries for talented people is what defines our approach to pay.

- Pay all staff within the upper 50% of salaries in the UK charity sector. However, we do not compete on pay with the public or private sectors.
- Ensure that pay reflects performance by rewarding strong performers the most and weaker performers the least, while supportively managing performance improvement.
- Meet all national pay standards, and provide all paid staff with a living wage.
- Communicate the spread of pay through the organisation to our staff and to the public.

### **Implementation of our pay policy**

We adopt a number of practices through which this policy is implemented:

- Monitor charity sector salary trends through two leading salary surveys, annually adjusting our salary ranges to remain in the upper 50% of the charity sector.
- Provide larger salary increases for strong performers than for weaker performers.
- Provide all paid staff with a salary at least in line with guidance from the Campaign for a Living Wage

### **How we govern pay**

The Board of Trustees defines Re:Source Blackburn's pay policy, and decides on the salaries of the Executives and oversees proper administration of our pay policy, evaluates executive performance and decides on any changes to executive pay. The Board meets at least twice a year.