

Remuneration Policy

St Christopher's Fellowship is one of the leading providers of services for children and young people in the voluntary sector. To enable our vision of striving to ensure that every child and young person is safe, happy and achieves their potential to have a bright future, we employ qualified and experienced staff. Building successful outcomes for those in our care means hiring and retaining great people who are passionate to support the needs of the children and young people that we look after and to the purpose of our charity. We recognise that the quality of the outcomes delivered are directly correlated to the quality of the people that we employ and the culture that they build.

Accordingly, in recognition of the extraordinary work that they do, we are committed to rewarding our employees with a fair and competitive package, whilst being mindful of our financial situation and the sources of our funding. This is one element of our efforts to make St Christopher's amongst the best places to work. This policy applies across the organisation, regardless of role or gender.

The Council of St Christopher's, on the recommendation of the Remuneration Committee, sets remuneration policy. This Committee meets at least once a year, usually more often, under the leadership of the Deputy Chair. Members include the Chair, Honorary Treasurer and at least one other trustee. This Committee is charged with recommending the overall compensation policy of the organisation, the salary of the Chief Executive and senior management to Council. The Committee will use appropriate internal and external information to support its recommendations.

In accordance with recommended practice we will disclose:

- all payments and expenses paid to trustees (Trustees are unremunerated);
- the number of staff paid £60,000 and above in bands of £10,000;
- and pension and other benefits.