



## Our approach to pay

### Statement on executive remuneration

The charity's remuneration policy is designed to attract, retain and motivate a high performing team to deliver the charity's aims as well as to demonstrate to our stakeholders an effective use of charitable funds. The objectives of our remuneration policy are to:

- reward colleagues appropriately and enable the recruitment of high-calibre staff
- ensure the proper use of the charity's resources in accordance with its aims and within affordable limits based on the financial circumstances of the charity
- be non-discriminatory, just and equitable in the evaluation of jobs and their remuneration by providing a stable framework for the remuneration of the team
- operate within the law
- pay at a competitive level taking account of external market rates and internal comparators

Remuneration is reviewed on an annual basis by the People, Nominations and Remuneration Committee and agreed by the Board of Trustees. When setting pay levels, the charity gives consideration to external benchmark comparators, changes in the national average earnings index, affordability and other internal and external pressures including recruitment and retention.

The above policy applies to all colleagues, including the charity's key management personnel (our Leadership Team and Chief Executive).

The number of staff paid over £60,000, and their pay ranges, are published in our annual report.