

Salaries

Our pay bands for 2020/21 are published below as per our [organogram here](#). They do not include Inner London Weightings (ILW) and may change over time to account for cost-of-living increases.

| Band | Salary, FTE (£) |
|---------------|-----------------|
| I | 47,749 - 53,742 |
| H | 41,143 - 45,008 |
| G | 35,473 - 39,273 |
| F | 30,119 - 33,366 |
| E | 25,640 - 29,257 |
| Student Roles | 16,926 - 19,565 |

We have adopted a pay ratio of 1:3 for core staff (excluding Student Roles), meaning the difference between the highest and lowest paid staff member will not exceed three. Our actual pay ratio for 2019/20 was 1:2.09

During 2019/20, our median basic salary was £30,970 FTE. The gender pay gap was -8.3% (meaning female / non-binary staff were paid, on average, 8.3% more than males) and the ethnicity pay gap was 18.9%. Pay gaps are based on mean rather than median values.

SOS-UK is a Living Wage Employer. We have committed to paying at least a real living wage to all Student Roles and contractors indefinitely, including under-18s.

Leave

We offer

- A minimum of 27 days paid annual leave, plus bank holidays (pro rata for part time staff or those on contracts for under 12 months). Additional leave is awarded for each year of service, up to 30 days.
- Discretionary paid leave over the Christmas break for everyone.
- Whilst working overtime is not encouraged for staff wellbeing, in cases where this is necessary a time-off-in-lieu (TOIL) policy is in place.
- Flexible working is encouraged, subject to the needs of the role.
- Various other leave allowances, as agreed with line managers, including for (but not limited to):
 - Parents, carers and dependents: including emergency time off for childcare provided at half pay.
 - Employee volunteering: up to three days paid leave - pro rata for part time staff
 - Medical appointments: reasonable time off during working hours including time for fertility treatment and gender reassignment
 - Religious or belief-related obligations
 - Study

Maternity and childcare pay

We offer

- Reasonable paid time off for ante-natal care.

- 39 weeks' maternity pay (linked to length of service and earnings) which is paid as follows:
 - Occupational Maternity Pay (OMP) for 28 weeks, with the first 16 weeks at full pay; followed by 12 weeks at half pay, (dependent on the employee returning to work at the end of their maternity leave).
 - Statutory Maternity Pay (SMP) for 11 weeks at the lower rate.
- Up to 52 weeks' maternity leave.
- Additional protection against unfair treatment, discrimination or dismissal as provided by the Equality Act 2010.
- The right for the employee to return to their original job or a suitable alternative role (depending on the length of maternity leave taken).
- Allowance of £120 per child per month under 5 and £35 per child aged 5-13 is provided to contribute towards the cost of childcare. The allowance is pro rata to hours worked.

We also have shared parental or paternity leave allowances.