

Salaries

Our pay bands for 2023/24 are published below, also embedded within our [organigram here](#). They do not include Inner London Weightings (ILW) and may change over time to account for cost-of-living increases.

Band	Salary
J	£66,315 (Market Related Hay Data - Board recommendation)
I	£51,487 - £57,950
H	£44,364 - £48,532
G	£38,251 - £42,348
F	£32,477 - £35,979
E	£27,648 - £31,548
D	£24,324 - £26,773
C	£21,520 - £23,555
B	£19,172 - £20,760

In 2021/22 the charity averaged 35 full-time earnings (FTE) staff over the year. Excluding student staff, the lowest paid basic salary was £23,122 and the highest-paid basic salary was £63,038. The median basic salary was £28,225. The CEO pay ratio to student staff was 2.73-to-1. The gender pay gap was 25.6% and the ethnicity pay gap was 22.8%. Pay gaps are based on mean rather than median values.

We offer up to 6% pension contributions, annual cost of living increases and annual spine-point salary increases until the top of your band.

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 per year which you are encouraged to take - 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.