

Statement on Pay at Over the Wall

Introduction

We recognise the importance to our supporters of being transparent and accountable in everything we do, and in line with the recommendations from the 2014 National Council for Voluntary Organisations enquiry into executive pay, we outline below our:

- approach to pay,
- how our pay levels are decided,
- our remuneration ratios, and
- our Chief Executive's salary

As the only children's charity of its type in the UK, providing a unique, free-of-charge service to our beneficiaries, we recognise the importance of extending our work nationally both in terms of quality of provision and availability.

Over the past 4 years Over the Wall has almost doubled in size in terms of income and in the provision of camper places. The quality and breadth of our service has also improved significantly as validated by feedback from our campers, their families and our volunteers together with formal inspections from the SeriousFun Children's Network, the American Camp Association and the Care Inspectorate.

This has occurred primarily due to the quality of staff we have recruited and retained during this period. Whilst we understand and adhere to a requirement to ensure value for money in everything we do, we also recognise the absolute value in creating the work environment that can help recruit and retain people with the right leadership, experience, knowledge, creativity, skills and motivation to continue our growth trajectory which in turn will benefit many more families in the UK who have children living with serious illness.

Part of that work environment is having a fair pay policy.

How pay is governed at Over the Wall

The Board of Trustees is responsible for defining Over the Wall's pay policy and deciding on the salary of the Chief Executive and the senior management team. To do this the Board has appointed a small subset of Trustees, including the Chair, to form a Performance and Remuneration Committee.

This committee oversees the proper administration of Over the Wall's pay policy, evaluates the Chief Executive's performance and decides on any changes to executive pay.

Meetings are held at least once a year and are also attended by the Chief Executive Officer in an advisory, non decision-making, capacity.

Our approach to pay and conditions.

- We recognise that working for a charity such as ours provides other rewards than simply monetary ones.
- We aim to pay at a competitive level with other similar sized charities. We do not aim to compete with the public or private sector.
- We provide a generous Pension Scheme to every employee once they have completed their 3-month probationary period. Members of staff contribute 3.2% whilst the organisation contributes 6%.
- We meet all national pay standards and provide all paid staff with a minimum of the living wage.
- We review pay annually and, finances permitting, we aim to provide pay increases in line with those in the charity sector.
- We provide an openly flexible work environment dependent upon role.
- We operate a fair and consistent appraisal process for all staff and as a result, we reward on merit and outcomes rather than tenure.
- We provide 25 days paid annual leave on top of Public Holidays.

Our Executive pay.

Our Chief Executive, Kevin Mathieson, is our highest paid member of staff. His annual remuneration is £54,000 per year. This figure has remained unchanged since 2011.

- The ratio between our highest paid member of staff and the median (midline) salary is 2:1
- The ratio between our highest paid member of staff and the mean (average) salary is also 2:1
- The ratio between our highest paid member of staff and the lowest salary is slightly over 3:1