



Our approach to pay

Centre for London's board of trustees have adopted a pay and progression policy in consultation with Centre for London staff. This commits us to be transparent about pay.

Pay at Centre for London is determined by reference to five main principles:

- The over-all financial position of the charity;
- Considerations of internal equity
- Increases in the cost of living;
- Comparisons with the external job market to ensure Centre of London remains competitive and supports the retention of team members;
- The relative levels of responsibility and contribution of individuals across the organisation.

SMT pay is agreed by the Board on the recommendation of the Director. The Director's pay is agreed by the Board on the recommendation of the Chair. They also sign off upper limit for salary budget each year. The Senior Management Team are responsible for making all other pay decisions, taking the advice of line managers.

We are a London Living Wage and an equal opportunity employer and were accredited with the Mayor's Good Work Standard. These values of equality also inform our work. All staff, including interns, are paid the official London Living Wage or above.

Within the team, one member of staff is paid within the pay band of £80,001 and £90,000, and one with the pay band of £60,000 to £70,000.

Our approach to Equal Opportunities and Diversity

Centre for London is committed to providing equal opportunities to people from all backgrounds and treating its staff fairly and with respect, regardless of gender, sexual orientation, age, race, ethnicity, religion or disability – not just as a matter of principle but because we believe that we will be a more creative, productive and influential organisation as a result.



Centre for London will:

- Recruit all staff and trustees on an open basis, other than in exceptional circumstances, e.g. where an appointment has to be made very quickly or for a specific task or limited time.
- Regularly review the profile of people applying to work at Centre for London and offered work and ways of creating an open and diverse organisation
- Use reasonable endeavours to ensure that partners and suppliers demonstrate the same level of commitment to diversity as Centre for London;
- Develop all policies – employment and operational – having assessed the possible impact on equality and diversity
- Provide training to the team as appropriate;
- Seek to ensure that panels are representative of London's diversity;
- Not to host or participate in all-male panels except in exceptional circumstances; and
- make connections with appropriate organisations in order to network and exchange best practice.