

**Ipswich and Diss Area Quaker Meeting Statement on Fair Pay**

- Led by our testimonies to equality and integrity, we believe in treating all our employees justly and are committed to paying a wage which reasonably meets their everyday needs and fairly reflects the value of the work done.
- We shall, therefore, pay all employees, irrespective of the characteristics identified in our policy on equal treatment and diversity at **least** the Real Living Wage, as recommended by the Living Wage Foundation. Remuneration for some job roles may be greater than the Real Living Wage depending on the skill level required to carry out the work effectively and the relevant experience of the role-holder.
- The hourly rate based on the published Real Living Wage is revised annually, usually at the start of November, to be implemented within six months of the publication.. In exceptional circumstances, such as a sharp increase in the cost of living, the Area Meeting Trustees may implement an increase in the employee hourly rate earlier in the year.
- Any increase related to the Real Living Wage is a separate matter from any substantive pay review arising from a significant change to the job description.