



Hope Church Network Pay Review Policy

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Statement

Hope Church Network aims to remunerate and review remuneration in a fair, just and transparent way, in line with UK Employment legislation. We will keep salary structures simple and to pay the same or similar salaries for similar roles.

The policy operates using the biblical principles found in Micah 6:8:

“And what does the Lord require of you? To act justly and to love mercy.”

Scope

This policy applies to all staff of Hope Church Network.

Purpose of policy

The aim of this policy is for Hope Church Network to ensure that employees are remunerated appropriately, balancing the cost of living for individuals and the budgets and finances of Hope Church Network. Pay will also be in line with legislation.

Application

Annual Review

We will conduct an annual pay review in March each year, taking into account UK inflation, what other organisations in and beyond the sector are doing, and affordability. Benchmarking will track similar roles in other relevant organisations, for example UK state education.

Increases will usually be effective on 1 April each year and individuals will receive annual written notification of their salary.

Interim Reviews

The Trustees will also review salaries at any point in the year if there have been increased or changed job responsibilities.

Appeals

If an employee is unhappy with their pay review or wishes an interim review to be conducted, they should write to the Trustees setting out their reasons. If appropriate, Trustees will meet with the employee to discuss the matter further.

Other benefits

All qualifying staff are offered the opportunity to join the pension scheme.