

# Working for SOS UK

## Salaries

Our pay bands for 2025/26 are published below. They exclude London Weighting and are reviewed annually with our Trade Union. We aim to increase pay in line with cost of living and inflation where this is affordable for the organisation.

Band	Salary
J	£85,260 (Market Related Hay Data - Board recommendation)
I	£60,130 - £67,678
H	£51,881 - £56,678
G	£44,672 - £49,456
F	£37,929 - £42,018
E	£32,289 - £36,843
D	£28,407 - £31,267
C	£25,132 - £27,509

As of 1<sup>st</sup> Jan 2026 the charity had 34 FTE staff. Excluding student staff, the lowest paid basic salary was £28,407 and the highest-paid basic salary was £85,260.

The gender pay gap for the year 2024-25 was 21.95% and the ethnicity pay gap was 15.09%.

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.

## We offer

- A minimum of 27 days paid annual leave, plus bank holidays. This is pro rata for part time staff or those on contracts of less than 12 months. Additional annual leave is awarded for each year of service, up to a maximum of 30 days.
- Discretionary paid leave for all staff over the Christmas break.
- Overtime is not encouraged in order to support staff wellbeing. Where overtime is necessary, a time off in lieu policy applies.
- Flexible working is encouraged, subject to the requirements of the role.
- A range of additional leave options, agreed with line managers, including but not limited to:
  - Parents, carers and dependants, including emergency time off for childcare at half pay.

- Employee volunteering, up to three days paid leave per year, pro rata for part time staff. Staff are actively encouraged to take this leave.
- Medical appointments, with reasonable paid time off during working hours. This includes time for fertility treatment and gender reassignment.
- Religious or belief related observance.
- Study leave.

### **Maternity and childcare pay**

We offer the following maternity and childcare benefits:

- Reasonable paid time off for antenatal care.
- Up to 52 weeks maternity leave.
- Up to 39 weeks maternity pay, linked to length of service and earnings, structured as follows:
  - Occupational Maternity Pay for 28 weeks, with the first 16 weeks paid at full pay, followed by 12 weeks at half pay..
  - Statutory Maternity Pay for a further 11 weeks at the lower statutory rate.
- Protection from unfair treatment, discrimination or dismissal in line with the Equality Act 2010.
- The right to return to the same role or, where appropriate, a suitable alternative role depending on the length of maternity leave taken.
- A childcare allowance of £120 per child per month for children under 5, and £35 per child per month for children aged 5 to 13. This allowance is pro rata to hours worked and contributes towards childcare costs.
- Shared parental leave and paternity leave allowances are also available.