

Total Reward Pay Policy & Guidelines

Organisation	St Giles Trust
Title	Total Reward Pay Policy & Guidelines
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1. TOTAL REWARD (PAY) POLICY – PRINCIPLES AND AIMS

Generally the term reward covers all financial remuneration made to employees, this includes cash pay and other benefit package such as pensions, paid leave etc. and the term “total reward” will encompass both cash pay and non-cash incentives, such as good performance management appraisals, great opportunities for personal and career development, flexible working and staff recognition.

St Giles wants a fair and equitable total reward package that meets both the business needs and provides a positive reward for staff. St Giles inspiration is to actively seek fair remuneration that will provide a median remuneration approach, neither significantly above nor below. St Giles is an accredited Living Wage employer.

St Giles non –cash reward is generous and extremely competitive and it is non-discriminatory as it is open to all employees regardless of their terms and conditions the only exception is our pension scheme, that employees are auto enrolled 3 months after they joined the organisation.

St Giles Cash reward (pay) aims to operate a pay structure which is fair, consistent and transparent. It is essential that we have pay levels that enable us to recruit and retain high calibre staff, as our people are key to our success. It is also essential to our ability to win bids and funding, that we pay at the right salary level for each role and not in excess of the market rate for that post.

St Giles has a pay structure is designed in line with these principles. In addition the pay structure allows us to achieve the following:

- To have a transparent pay structure to help us keep our pay fair and equal in line with the Equality Act 2010, keeping all staff doing similar roles on the same or similar pay levels;
- To allow for individuals to progress up their range as their competency and ability in their role progresses, recognising that staff develop in their role with on-going targeted , support, supervisions and learning and development from their manager ;
- To allow for an annual inflationary salary review, whereby the SMT and Trustees will consider an organisation-wide increase depending on organisation performance and sector pay trends.
- To allow us to benchmark our roles using the scale points used for similar roles across similar organisations we currently use Croner Reward to benchmark and also scan the market.

2. AS A MANAGER HOW DO I KNOW WHAT SALARY TO OFFER SOMEONE ON APPOINTMENT?

- The new pay bands allow you to react quickly to changes in recruitment and retention issues and contributes to a more transparent career progression.
- The wider salary range and potential for development will be an attractive incentive to applicants for roles and teams where we have struggled to recruit previously and this is already being demonstrated in most teams, through the quality and calibre of applications we are receiving.
- It is expected that new starters will continue to be appointed at the minimum point of a pay band. However, it is recognised that on occasion a sought-after candidate may need to receive a higher offer that will attract them to accept the job. A higher starting salary may therefore be offered where an individual has significant experience or demonstrated expertise in relation to the attributes for their role.
- Managers must discuss all proposed salaries above the minimum for the range with Executive Director of People & Culture, prior to the offer being made to ensure that as an organisation we are complying with our responsibilities under the Equality Act 2010. Managers need to take into consideration our responsibility to promote Equalities and Diversity and recognise that people from different backgrounds have different levels of willingness to negotiate higher salaries.

3. GRADING STRUCTURE

The grading structure that all St Giles Trust roles fit in to is set out below. The grade is set between the Manager and HR team at the point of recruitment. If there is any doubt where a role fits, the job evaluation questionnaire in Appendix 1 is used.

It is important to remember that the grade is set for the **post** and not for the **person**. It may be that someone who is experienced in their role is capable of operating at a more senior level, but we have to ensure that the role level is right for that project team at that time.

Grade	Role Type
1	<ul style="list-style-type: none"> • Trainee caseworker/front line worker • Administrator • Maintenance (Staff working at this level would need close supervision and are not expected to have an area of expertise or specialism)
2	<ul style="list-style-type: none"> • Front line worker – i.e. Caseworker

	<ul style="list-style-type: none"> • Senior administrators, with area of technical expertise
3	<ul style="list-style-type: none"> • Senior front line worker • Trainer Assessor without relevant qualification/Trainer with relevant qualification • Senior professional i.e. Finance / Communications/HR
4	<ul style="list-style-type: none"> • Team Leader • Specialist Roles • Trainer assessor • CST generalist
5	Manager/CST Specialist Role
6	Manager
7	Head of Service

4. PAY STRUCTURE

The pay ranges and full structure is subject to continual benchmarking and review so please ensure you are referring to the latest version which is kept up to date on the Intranet.

You will see that your salary range is dependent on your **Grade** which is explained in Section 3.0 above, and your **Job Family**, which is explained in Section 4.1 below.

4.1. Job Families

Each of our roles fits in to one of 4 job families. These are: Casework; Skills & Employment; and Administrative/Support & Professional/Specialist. The families represent the categories of roles we have with similar requirements for skills, knowledge and experience, and similar salary brackets. The job families allow us to group some of our similar roles together i.e. Housing Caseworker, SOS Caseworker, to come up with a joint range. This allows pay to be more consistent across the organisation.

4.2. Benchmarking

Each salary band is regularly benchmarked to ensure it is in line with the market rate for that role at that time. This means ranges may change as the market fluctuates over time. Benchmarking is done by the HR team and the following data is used to benchmark:

- Salary ranges for advertised roles fitting certain role criteria set for the benchmarking exercise;
- Salary ranges shared with us from similar organisations participating in shared benchmarking;
- Data from the annual Croner Charity Reward publication, which draws salary data across the sector (published each September);
- Internal relativities.

This is a transparent process and the benchmarked data and the sources for each benchmarking exercise are available for staff to see on request. Staff members can also include information they believe may have affected their role in the past months.

If your range changes, this does not mean your salary will change. Your salary will be ring-fenced if it falls above or below the range, and will not change. However, where you are in the range that may impact your annual salary review there may be an adjustment of your salary please see section 6 below -to ensure there's pay parity across similar roles in the organisation.

5. PAY ON RECRUITMENT AND PROBATION PERIOD

New employees are appointed within the Scale Points set for the role, as set out in Section 3.0. The starting salary will be included in the advertisement for the role. New employees will automatically be appointed at the bottom of the Scale Point range for their role.

On some occasions it may be appropriate for a new employee to be appointed on a higher scale point within their range, such as:

- Their current salary is at a higher level and they are taking a considerable pay cut to move into the role, and;
- They are bringing a significantly high level of skills and experience to the role, meaning they would need less support and coaching than would normally be expected from someone starting in that role.

Any appointments above the bottom of the salary scale needs to be agreed by the relevant Senior Manager/Head of Service/ Director of Service and the Executive Director of People & Culture.

5.1. Probation Period

Staff appointed at the bottom of the scale of its salary band, will after a successful probationary review assessment and, confirmed written evidence from their manager sent to HR, with duly signed salary change form will have a salary increment of not more than **2% on** top of their current salary. However staff appointed above the bottom of

the scale of their salary band will not be eligible for any increment on the successful completion of their probation period.

5.2. Trainee Roles

The salary for Admin/ Trainee roles is currently £20,279 outside M25 and £23,279 inside M25. All these roles are appointed at the bottom of the scale and salary will be increased by no more than **2%** if the Admin/trainee successfully performed during their probation period, subject of course to the manager submitting evidence to HR and a duly signed pay change form.

5.3 Specialist Roles/Trainer Assessor

There are some roles that require staff to complete specific qualifications in order to do their job. Completing the TAQA (Training Assessment Quality Assurance) qualification is a requirement for all staff who is employed as Trainer Assessors. A Trainer Assessor must have this qualification to be able to independently assess our City and Guilds accredited programmes. Staff in these roles should complete this qualification which is provided by St Giles within 6 to 9 months of taking up the post unless there are extenuating circumstances which justify a delay. On the successful completion of the TAQA qualification the Trainer Assessor's salary will be reviewed and increased by 5%.

As a City and Guilds Assessment Centre we are required to Internally Quality Assure (IQA) the qualifications that we deliver. Opportunities therefore arise for Trainer Assessors to complete the IQA qualification. Only staff who has gained the Internal Quality Assurance qualification can fulfil this role. On the successful completion of the IQA qualification the Trainer Assessor's salary will be reviewed and increased by 5%.

6. ANNUAL SALARY REVIEW

Salary reviews only take place under the following circumstances:

- At the annual review each April
- When someone's role has changed considerably and needs re-benchmarking

It is not appropriate to increase someone's salary on the basis of their personal circumstances i.e. travel costs. Salaries are set on the basis of the market rate for the role only.

All staff are eligible to be considered for a salary review in April each year, in line with the market rate, extensive benchmarking against the sector and the performance of the organisation.

All salary increases will be communicated to each individual in writing.

SMT salary increases are agreed by the Trustees and are in line with the performance of the organisation for that year.

Staff will not be eligible for an increase if:

- They have not performed successfully in their role during their six months' probation and those who have transferred within the organisation onto a higher salary within the last 6 months.
- They have an active disciplinary warning or performance formal warning.

7. ACTING UP, ADDITIONAL RESPONSIBILITIES, UNDERTAKING FULL RESPONSIBILITIES AND SECONDMENTS

7.1. Acting Up & Secondments

On some occasions it may be relevant for someone to temporarily 'act up' to a grade more senior than their current one. For example, while the post is being recruited to or for a short term project.

In these situations the employee may receive a temporary acting pay. At the end of the period of 'acting' they will return to their substantive salary. Acting pay is not used for the calculation of redundancy, maternity or any other pay related benefits. Acting pay will be paid at between 5%- 10% top of the existing pay of the person acting up so for example if the person acting salary is £25,000 therefore the acting up for the duration of the acting up will be £26,250. The acting up pay will be stopped as soon as the acting up period ceases and the person will return to their substantive role and salary. The percentage to be awarded will be discussed with the Head of Service and the Executive Director of People & Culture. The % will usually be 5% unless the person acting up will require less support in the role and are coming with wealth of experience and skills, then a decision will be made to award more than 5%, but there will be no more than 10% acting up supplement.

Acting up or secondments should not be for periods longer than 6 months, unless in exceptional circumstances.

The selection for someone to temporarily act up is usually made through a competitive selection process.

7.2. Undertaking the Full Responsibilities of a Different Role or Moving from a lower band to a higher band

Staff undertaking full responsibilities of a different role will be paid temporarily on the salary scale applicable to that role/band and at the starting point of the applicable salary, unless the starting point of the different role salary is closer to or the same as the current salary of the person undertaking the role, if that's the case the salary for undertaking the different role shall be paid at the next point but will be no more than **10%** on top of the current salary of the person undertaking the full responsibilities of the different role. For example; **if the current salary of x is £28,000**, then they will be paid **£30,800 (this is based on 10% supplement)** All discussion and decision around what to pay must involve the Executive Director of People & Culture and the Head of Service for the relevant function.

The selection for someone to temporarily assume full responsibilities of a different role or moving from a lower band to a higher band will be through a competitive process.

7.3. Additional Responsibilities

Staff undertaking some but not all the responsibilities of a different role or undertaking additional responsibilities within their current role may temporarily be paid a supplement calculated at a percentage of their current salary (normally between 2%-5%) for the duration of the additional duties. The % increment that needs to be awarded must be discussed between Executive Director of People & Culture and the relevant Head of Service.

8. SALARY ADVANCES

St Giles Trust has the ability to accommodate a new staff member's request for an advance on their net salary. This facility is only available if the request is made within the first month of employment.

The Trust also has the provision, in exceptional circumstances, to allow an advancement of salary to other members of staff. Agreement to an advance in these circumstances will only be made in line with the following:

- there is no contractual entitlement to an advance of salary;
- prior to the Trust being approached the staff member needs to be able to demonstrate that all other avenues of assistance have been exhausted;
- St Giles Trust can only give assistance in the most exceptional of circumstances;
- the decision is a matter wholly at the organisation's discretion;
- all requests for assistance are to be referred to the Finance Director;
- factors that will be taken into account when considering these exceptional cases will include
 - length of service
 - whether time away from work might be lost
 - ability to repay the following month
 - frequency with which assistance is sought in the case of a particular individual

9. APPEALS AGAINST SALARY DECISIONS

All salary decisions are made in consultation with your Manager/Senior Manager and with full consideration of all the factors involved. However, should you wish to appeal against a salary decision you can do this in writing using the procedure set out in the Conflict Resolution (Grievance) Policy & Procedure. A member of the HR team would be happy to provide advice on doing this should you require it.

10. EQUAL PAY AUDIT

The Executive Director of People & Culture and the HR team is responsible for conducting an annual Equal Pay Audit of the Reward and Remuneration, and for making a report to the SMT, highlighting any areas of concerns that SMT needs to address.

11. NON CASH REWARD

In line with our values and ethos, the organisation offers very generous and competitive non-cash reward to its entire staff.

Annual Leave

We choose to give a generous leave allowance, that's (more than the statutory annual leave of 20 days plus 8 bank holidays) to all staff to encourage them to take restful periods away from the office. All staff are entitled to 30 days annual leave, plus the 8 Bank Holidays. This is pro-rata for part time staff.

Paternity Leave

As part of our health and well-being initiative and in line with our values, we recognise that fathers need time to bond with their new-born hence we provide very generous and flexible 4 weeks enhanced paternity pay for our male employees.

Cycle to Work and Bike Purchase Scheme

The scheme allows you to pick and purchase a bike plus safety and security equipment (helmets, locks etc.) on a hire purchase scheme which comes out of your gross (before tax) pay. As it comes out of your Gross pay, you do not pay income tax or NI on that amount of your salary, giving you a tax saving on your repayments. We use a company called Cycle scheme Ltd to administer the scheme, and it is run through the HR Department. More information can be found in step by step guide on Atlas in the HR Hub under Staff Benefits – Cycle to Work Scheme.

Pension Scheme

What is a pension?

A pension is an investment vehicle designed to help you plan for your future retirement by making the level of contribution that best suits your circumstances.

How does our scheme work?

How does our scheme work? All of our staff are entitled to join the St Giles Trust Pension Plan and we will match contributions for up to 6% of salary. All staff are automatically enrolled into this pension scheme at a contribution rate of 4%, unless they choose to opt-out or increase their contributions.

Employee Assistance Programme

What is the Employee Assistance Programme all about?

The EAP is dedicated information and counselling support service for you, your family and those close to you. With more than 25 years of experience, Employee Advisory Resource (EAR) provides information and practical help, as well as financial, legal and emotional support to help you resolve life's issues before they become problems—whether in relation to your work or personal life.

How confidential is the service?

Because your privacy is important, contact with the service is confidential (in accordance with all relevant professional and legal standards). The information you

share is at your discretion, and it will not be disclosed without your permission. Unless you choose to tell your colleagues at work, no-one will be aware that you have used the service.

How do I get in touch?

Support is available 24 hours a day, 7 days a week. You can access the service by:
FREEPHONE: 0800 243 458; E-MAIL: assistance@workplaceoptions.com
WEBSITE: www.workplaceoptions.com

Staff can also access their online personal benefits website which holds access to online articles with helpful information, ability to submit an online form asking a counsellor to make contact and much more. To access the site:

Website: <https://www.workplaceoptions.co.uk/member-login-2/> then enter the below log in details:

Username: **stgiles**
Password: **employee**

OUTSIDE THE UK: +44 (0)20 8987 6550
SMS (FOR CALL BACK): +44 (0)7909 341229
MINICOM: +44 (0)20 8987 6574

Professional Skills & Mentoring Programme

All staff including volunteers have the opportunity to be mentored by a successful professional from one of our corporate partners or another organisation external to St Giles Trust.

Please email Anya Strafford at Anya.Strafford@stgilestrust.org.uk to register your interest.

Our staff mentoring programme is a brilliant opportunity to embark on personal development. Staff already part of the programme have found it to be extremely empowering. It can help boost your confidence and think about your long term career options e.g. progressing from voluntary to paid staff or you may have your heart set on a senior role within the organisation. If so, you could benefit from a mentor who can work through your goals with you. Or perhaps you simply need help to talk through a challenging situation you may be experiencing at work and need an impartial ear to listen/help develop some solutions. Whatever the case, it's worth taking the plunge and getting yourself matched.

Flexible working and Family Friendly Policies

Flexible working is considered for all staff after 6 months services, and many of our staff work flexible patterns to support their childcare, elderly caring responsibilities or other things going on in their lives. Support for parental and adoption leave and pay is above the statutory minimum.

Please refer to our family friendly policy for further information.

Staff Discount scheme

All staff and volunteers are eligible for this benefit under Perks at Work operated by Workplace Options. Staff have access to thousands of high street and online discounts. This scheme is offered to assist with the increasing cost of living.

To get access to thousands of high street and online discounts you can sign up via <https://www.perksatwork.com/login>

A step-by-step guide is available on the St Giles Trust intranet - [ATLAS](#) in the HR Hub under Staff Benefits – Staff Perks.

Eye Care

The Eyecare voucher plus scheme allows staff to request vouchers that will cover the cost of a full eye test and spectacles (please note the spectacle voucher will be at a fixed value of £55). One of the great benefits of using these vouchers means that you're never out of pocket and you don't have to wait for us to reimburse you for an eye test or glasses.

For more information visit the Edenred Eyecare website:

<https://eyecareplus.edenred.co.uk/en/>

Scheme ID: **StGiles**

Company Password: **eyecare**

Season Ticket loan

All staff on contracts of 1 year or more are entitled to apply for an interest free loan to pay for their annual season tickets.

To apply for a season ticket loan please visit atlas then Information and Resources / Finance / Expense Form.

Interest free Hardship Loan

All staff that passed their probation period and are experiencing severe financial crisis are able to apply for up to £500 interest free hardship loan. In exceptional circumstances a loan of more than £500 to the maximum of £1000 will be approved. A reasonable, suitable and convenient terms of agreement for the repayment of the loan will be drawn up with the employee.

Group Life Insurance

4x Salary group life insurance for all employees in the organisation. Other benefits included in the Group life Insurance package is below.



Welcome to ZGP24 provided by HealthHero

ZGP24 is a remote GP & second medical opinion service which gives you, and your family members that live in the same household, timely access to medical advice 24/7, 365 days a year.

The ZGP24 service is delivered in partnership with HealthHero, connecting you with experienced GPs and specialists at a time to suit you.

Services available

- GP Video Consultations: Available 8am-10pm, 7 days a week, excluding Christmas Day.
- GP Phone Consultations: Available 24/7 365 days a year accessible from anywhere in the world.
- Second Medical Opinion: Access to an experienced specialist in the required field to offer a supplementary expert opinion. A second opinion can offer patients peace of mind about a diagnosis or provide an opportunity to ask any unanswered questions.

GP consultations can be booked online through the ZGP24 webapp or via telephone with our 24/7 call centre team. Please find the access details below, including your access code; please have this ready when accessing the service. Further information about ZGP24 is available in the welcome documents.

Access Code: 100451

Start Date: 01/11/2021

URL <https://zgp24.onlinegp.co/>

Telephone Number 0345 3190484

Who are HealthHero?

HealthHero are the largest digital healthcare provider in Europe with over 22 years of experience in delivering remote GP consultations. We are proud to deliver a first-class service, supported by our knowledgeable GPs and robust clinical governance framework.

Our team of doctors are recruited via a rigorous two stage interview process with our Chief Medical Officer and HR vetting procedures, which ensure that GPs are qualified, experienced, and knowledgeable to an equivalent standard to your own GP. Once recruited our GPs are continuously monitored to ensure they maintain their skills to the highest standards.

Our service is regulated by the Care Quality Commission for the delivery of medical services in the 'Digital Healthcare' category. At our last inspection, we received an overall rating of 'Good'.

Contact us

For queries regarding the ZGP24 service please contact **HealthHero** on **0345 3190484** or email csteam.epc@healthhero.com

If you have any other queries, please call the Zurich Customer Service team on **0800 141 2002** or email zcrservicing@uk.zurich.com

Staff Well-being

As a Trauma informed organisation, we also provide extensive support for our staff with access to qualified Clinical Therapist - See Appendix 2 for list and their contact details.

Alternative therapists of your choice and the organisation will pay up to £30 towards the cost of the intervention.

Two days a year duvet day.

We also offer free flu jabs for our people in the Camberwell office (courtesy of a local chemist organised by the local council) and subsidised flu jabs for our people in the regions. For those in the regions, please send your receipts to HR or Kay and half of the cost will be refunded to you.

12. DOCUMENT CONTROL

This policy needs to be formally reviewed annually. The current version of this Policy, together with its previous versions, shall be recorded below.

Version	Description	
1.0	Date Live:	December 2010

	Version Notes:	Policy created
	Created by:	Victoria Bryan
	Approved by:	Malcolm Walker
1.1	Date Live:	April 2013
	Version Notes:	Next review May 2016
	Reviewed by:	Victoria Bryan
	Approved by:	Malcolm Walker
1.2	Date Live:	May 2016
	Version Notes:	Next review May 2019
	Reviewed by:	Stellamaris Mohammed
	Approved by:	Malcolm Walker
1.3	Date Live:	October 2019
	Version Notes:	Next review November 2020, reviewed to reflect current practice in the organisation.
	Reviewed by:	Stellamaris Mohammed
	Approved by:	Malcolm Walker
1.4	Version Notes	November 2021- Reviewed to include GLI information. Next Review – Regularly reviewed
	Reviewed by:	Stellamaris Mohammed
	Approved by:	Malcolm Walker
1.5	Version Notes	December 2022- Reviewed to include alternative therapy- new

		noncash reward
	Reviewed by:	Stellamaris Mohammed
	Approved by:	Malcolm Walker
1.6	Version Notes	May 2023 Reviewed to include Band 7 and update salary examples
	Reviewed by:	Maria Fernandez
	Approved by:	Malcolm Walker
1.7	Version Notes	July 2023 update contact details and location on Atlas for professional mentoring and location of step by step guides; update frequency of review
	Reviewed by	Maria Fernandez
	Approved by	Malcolm Walker

Appendix 1 – Job Evaluation Questionnaire

Head of Service (band7)

- *A Head of Service is responsible for managing a function, region, or project*
- *As well as their relevant technical skills, they will be expected to:*
 - Work with and manage extensive, multiple, and complex relationships across the country
 - Line manages band 5 and 6 managers and other senior managers
 - Seek and identify sources of funding and new opportunities of growth for the organisation
 - Be flexible and be prepared to work across functions/country for business efficacy
 - Have previous managerial experience and must ensure that all operational and strategic activities in their functions are carried out to the standards and objectives of the organisation.
 - Must understand the Purpose, ethos vision and values of the organisation and be able to inspire and motivate the team by actively living the values.

Manager (band 6)

- A Manager is responsible for managing a function, region or project
- As well as their relevant technical responsibilities, role holders are expected to:
 - Manage department planning
 - Line manage team leaders and / or senior workers (where appropriate) and support them on staffing issues
 - Budgetary responsibility for team / project
 - Work as part of the cross-functional FLM team and have involvement in general management of the Trust
 - Work with senior management on business development work where required
- Where team leaders are not in place, the role holder is expected to undertake the role of the team leader as below.
- Role holders will have previous managerial experience

Manager /CST Specialist role (band 5)

- Has line management responsibility for front line workers, but likely to reports to a manager band 6 a Senior Manager
- As well as their relevant technical responsibilities, role holders are expected to:

- Support day to day workload and management issues for their team, escalating to the Manager where appropriate
- Monitor and review probation periods, providing additional support to new staff where necessary
- Conduct annual performance reviews and ongoing 1-1s throughout the year
- Review ongoing personal development plans and agree appropriate training
- Monitor absence including annual leave and sickness absence records
- Role holders will usually have had some supervisory experience, but will be supported by their manager so this role is seen to be a step on the career path to the Manager role

Team Leader /Specialist Roles/Trainer assessor/CST generalist (band 4)

- Role holders will have had considerable experience in their technical area of expertise (i.e. casework / training/ assessing etc.) to enable the individual to work with very little assistance, and be able to demonstrate they have become a technical expert within their team.
- Roles holders do have direct line management responsibilities but and would normally be expected to:
 - Mentor others in the team and assist with day-to-day queries from the team, escalating to the Team Leader or Manager (as appropriate) where necessary.
 - Be the first point of contact for staff with work queries.
 - conduct inductions and act as a mentor for new staff
- Individuals in their role can use it to gain some first level supervisory or management experience, and it is seen to be a step on the career path to a team leader role.

Appendix 2- List of Psychologist/Therapists

List of our Psychologists/Therapists

Individuals can contact them directly but the best way to use them is for managers to liaise with them to set up some regular group or individual sessions for their project. That way the staff knows when they are coming in to visit their project and can get individual support at that time etc.

Name of Psychologist/ Therapists	Areas Covered
<p>Dr. Terri Van Leeson is a Registered Forensic Psychologist and provides cover to the Norfolk and Suffolk region. Terri can be contacted at: terri@pathwayps.co.uk</p>	Norfolk and Suffolk
<p>Lisa Davies is a Registered Forensic Psychologist and provides cover to the London region. Lisa can be contacted at: lisa.davies@expertpsychologicalservices.com</p>	Brighton/London
<p>Dr. Peter Pratt is a Registered Clinical and Forensic Psychologist and provides cover to the Leeds area. Peter can be contacted at: petprtt@aol.com</p>	Midlands
<p>Gill Merrill is a Registered Forensic Psychologist and provides cover to the Leicestershire and Nottinghamshire regions. Gill can be contacted on g.merrill@btinternet.com</p>	Midlands
<p>Dr. Nick Rout is a Registered Counselling Psychologist and provides cover to the Norfolk and Suffolk region also. Nick can be contacted on nrout@hotmail.com</p>	Norfolk and Suffolk
<p>Gaynor McManus gmcmanus1@me.com</p>	Camberwell
<p>Emma King - North Wales MA Practice Based Play Therapy Accredited Play and Creative Arts Therapist (PTUK) Clinical Supervisor/Consultant e-mail : emmaplaytherapy@icloud.com Mobile: 07810 737059</p>	North Wales
<p>Amy Camara - Clinical Therapist/Consultant in personal growth and relationships -Ad Meliora Company Ltd admeliioracompany@yahoo.com Mobile: 07930641196</p>	Camberwell/All London Area