

Commitment to transparency – How Blaggrave works with advisers

Context

At Blaggrave our values are core to our mission and are reflected in our day-to-day activities. It is because of these values that we've decided to create and publish this document. In line with our value of transparency, this document aims to outline the rate we will be paying advisers moving forward and how we reached this decision. This document will be reviewed annually, with a full benchmarking review every 3 years. This is aligned with our approach to wider pay reviews at Blaggrave.

Approach

Advisers are vital in supporting the progression of our work, and we value them as such. With that in mind, and in our commitment to being inclusive, equitable and responsible, we will always pay people for their time and for the work they do with us, including those who are advisers at Blaggrave.

We do recognise that money can be a complicated topic to discuss, and that financial management doesn't look the same for everyone, which is why, when required, we also offer support for those who will be receiving payment from us.

What is an adviser?

An adviser is an individual who is working on a specific area of Blaggrave's work, often a funding program, bringing in their expertise, skills and insights on a specific topic or theme, for example, on regional charities. Advisers are crucial to ensure we're making well informed decisions on how to best support those that we exist to serve. Advisers work closely with each other (and with Blaggrave team members) and collaboratively share their knowledge.

Advisers work with Blaggrave on a longer-term basis and have a contract for at least 12 months. This minimum period was decided as a result of learning and exploration we did within the team and the wider sector that identified the need to offer enough long-term support for advisers to make informed decision.

How do we pay advisers?

Self-employed freelancers

Advisers are engaged on a freelance basis – they are not Blaggrave employees. All advisers will be expected to register as self-employed if they aren't already. We will pay advisers via invoices submitted monthly.

Where required, we will offer advisers support from an accountant to help them understand how to register as self-employed, what this means for them and support with submitting their first self-assessment. This will be paid for by Blaggrave.

The financial advice could include:

- a) A session on understanding what it means to be self-employed and how this may affect you as well as advice on how to keep record of finances.
- b) Guidance on registering as self employed – This may be through a guidance document or a 1:1 session if needed.
- c) Closer to the time, guidance on how to submit your first self-assessment (which is always a year late so may be after their contract with us has ended)

Government Benefits

Being in receipt of benefits in no way impacts our decision to offer or not offer the role to a person, and we will never ask if a candidate receives benefits or universal credit. However, if a candidate shares they are in receipt of benefits or universal credit, either before or after they have been offered the role, we will highlight that accepting this role may affect their benefits. We will recommend they speak to a benefits specialist to better understand what impact it may have on their situation so that they are able to make an informed decision. This advice will be paid for by Blaggrave.

Any disclosure regarding an adviser's benefits status will be kept strictly confidential.

Legal responsibility

It is the responsibility of the adviser to ensure that they comply with the law in regards to tax & benefits.

How much do we pay advisers?

Hourly rate

We pay advisers £20 per hour. This is a flat rate for all advisers regardless of age, other job title, experience, etc. We also cover reasonable expenses when they are required to perform duties in their role as a Blaggrave adviser (e.g. travel, accommodation, lunch, childcare, other).

Day rate

The adviser day rate is £225 per day, in line with £20 per hour for a 7.5 hour day plus a 50% increase to accommodate for potential loss of earnings.

For residentials, we pay the adviser day rate (£225 per day) plus 50% for each night stayed (totaling £337.5 per day – night stayed on residential) to acknowledge the need of the adviser's time away from home and the mental capacity being in a work environment overnight can take. This approach is in line with our employee TOIL policy.

Why do we pay this amount?

We have reviewed how much advisers are paid in the sector by speaking to other funders who worked with advisers, and conducted an in depth benchmarking of salaries in not only the funding sector, but also the charity sector. We believe that the rates we offer is aligned with expectations for the role, not only in the funding sector, but in the wider charity sector.

We want to ensure best practice is not limited by our own sector and that our rates are driven by fairness and equity as such we are open to feedback if you have any further reflections to offer.