

PRINCIPLES FOR WORKING WITH AND PAYING YOUNG PEOPLE

We are an independent trust dedicated to enabling young people to transition to adulthood successfully. We promote and empower young people as powerful forces for change, and support work that ensures their voices are heard in matters that affect them. We do this primarily through making grants to outstanding youth organisations, and by funding initiatives that give young people a stake in society, support their own social change efforts, and influence policy.

We work directly with young people for a variety of reasons: because we value the unique perspectives they have; because we are committed to diversity of thought, equity and inclusion in all our work; to ensure their lived experience feeds directly into our programmes; and that our work is accountable to those we seek to serve. Sometime we may commission others to work directly with young people (for example to provide support or conduct research).

The Blaggrave Trust is a Living Wage Funder – that means that we are committed to both paying the Living Wage ourselves and supporting and enabling our charity partners to do the same.

The principles set out below aim to ensure that we are consistent in how we work with young people, and that our way of working is centred around their best interests.

Definitions

'Young people' are aged 16–25.

'Work' is agreed tasks for the benefit of Blaggrave or our wider mission.

Working directly with young people

- All contact directly with young people is informed by the Trust's safeguarding policy – this includes contact by 3rd party organisations on our behalf. We will always share our safeguarding policy with young people who work with us.
- We will make sure young people know how they can raise concerns about our way of working or staff behaviour, including providing contact details

for the Trust's Director and Chair of Trustees.

- When young people work for us, we will pay them for their time, experience and expertise. The rate of pay will reflect the work in which they are involved
- The terms of reference, minimum expectations of both sides, rate of pay and potential total income will be communicated to the young people involved before the work starts.
- We do not offer payment through vouchers.
- We will signpost young people to resources that provide advice about the tax implications of their earnings and can also where necessary offer access to additional specialised support
- When working with young people, we will communicate clearly, avoiding acronyms and jargon.
- We will support young people to thrive in the roles we are asking them to fill, including challenging our assumptions about the form and format of different pieces of work, and identifying ways of working which maximise all parties' strengths. We are committed to learning how best to do so and what this means in practice.
- We will make sure young people we work with are supported through an appropriate induction process and contact with the Blaggrave team and/or other expert professionals involved in the work.

Terms and conditions of payment

- We will pay young people for their time, experience and expertise. The rate of pay will reflect the work in which they are involved but will *always* be at the real Living Wage rate or above.
 - o To provide expert input on a consultancy basis, eg research, analysis, speaker input, evaluation, or advice, we pay the young person's hourly/ daily rate, individually negotiated based on their experience and the complexity of the work. (Blaggrave Young Advisers for Challenge and Change Fund are paid at £20 per hour).
 - o If a charity partner asked her to support the salary or consultancy costs of a young person then we would always consider topping up salary to ensure they were paid a Living Wage.
 - o To attend a conference as a speaker on a panel or to support break out groups or activities, we usually pay for the time they attend -

usually 8 hours at £10 per hour for a day long conference, plus travel expenses. We do not pay travel time.

- When young people choose to attend a conference or event alongside one of our partners or on their own behalf, we cover travel expenses only if requested.

Payment process:

- When Blaggrave pays young people directly, it is on a self-employed basis. For one off events or tasks completed in one day, we ask them to complete a bank details form and we will make a one off payment (called an honorarium).
- For more complex or longer running work, young people will invoice Blaggrave based on an agreed payment schedule. Terms and conditions of this work will be agreed with them up front. Payment may require young people to be registered as self-employed, depending on any other sources of income they have coming in. As above, we can offer access to guidance on impact on benefits, employment status and tax implications if required.
- When young people's travel to a Blaggrave event is paid for by a partner, we will re-imburse their travel expenses back to our partner after receiving an invoice from them.