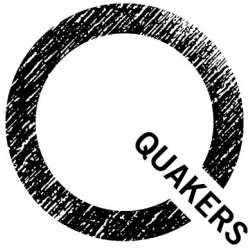


**THE RELIGIOUS SOCIETY OF FRIENDS  
(Quakers) IN BRITAIN**



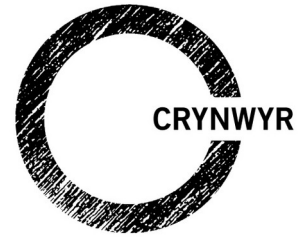
**THE SOUTHERN MARCHES AREA QUAKER MEETING  
CYFARFOD CRYNWYR RHANBARTH Y GORORAU DEHEUOL**

*Address: 2 Llangenny Lane, Crickhowell NP9 1AN*

*Email address:*

[amcorrespondence@smquakers.org.uk](mailto:amcorrespondence@smquakers.org.uk)

Registered charity number: 1134528



*The object of Southern Marches Area Quaker Meeting is the furtherance of the general religious and charitable purposes of the Religious Society of Friends (Quakers) in Britain in the area of Southern Marches Area Quaker Meeting and beyond.*

## **Employment Policy**

Date agreed by SMAQM Trustees: 20<sup>th</sup> July 2020

Date accepted by SMAQM in session: 19<sup>th</sup> September 2020

Date for Policy Review: 2023

This policy should be read in parallel with:

- Quaker Faith & Practice (5<sup>th</sup> edition) 13.35 – 13.40
- SMAQM Memorandum of Understanding (Section 7 and Appendix 3)
- SMAQM Data Protection Policy
- SMAQM Safeguarding Policy
- SMAQM Equal Opportunities Policy
- SMAQM Health & Safety Policy
- Quaker Employers Resource at [www.quaker.org.uk/our-organisation/quaker-roles/employers-wardens](http://www.quaker.org.uk/our-organisation/quaker-roles/employers-wardens)

The policy shall be reviewed every 3 years

It is our practice to pay people to undertake certain tasks, such as book keeping, cleaning and the resident wardenship of The Pales. We also pay contractors for repair and maintenance work on our premises.

Our policy is to refer to the Quaker Employers Resource for guidance, and to ensure we are legally compliant.

We are committed to paying the Living Wage [www.livingwage.org.uk/what-living-wage](http://www.livingwage.org.uk/what-living-wage)

This policy was agreed by Trustees of SMAQM on 20<sup>th</sup> July 2020, Minute 20.31

Clerk of Trustees

Accepted by Southern Marches Area Quaker Meeting on 19<sup>th</sup> September 2020, Minute AM20/63 b

Clerk of Area Meeting

Employment policy	July 2020	Jeff Beatty
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