

## Working at Kaleidoscope Health & Care

Thank you for applying, or showing interest in applying, to work at Kaleidoscope. We really appreciate your interest in our, somewhat different, organisation. This short note runs through the key employment points about Kaleidoscope life.

As context, the starting point for all of our policies is a set of assumptions about who we believe Kaleidoscopians (people who work at Kaleidoscope) to be. Namely that they are:

- Kind, trustworthy, and utterly unique
- Here to do a good job
- Here to be good colleagues
- The best judge of themselves
- Wanting to improve health and care
- Not working for a traditional organisation for a good reason
- Want and take responsibility for Kaleidoscope to improve and succeed/be viable

For example, by assuming that individuals are the best judge of themselves, our annual leave policy is 4-8 weeks at the individual's discretion; if a Kaleidoscopian would like to work longer days and have more time off, or vice-versa, that's their decision.

**We hope this is helpful, and don't hesitate to ask any questions if anything doesn't make sense or isn't included.**

<b>Type of contract</b>	All Kaleidoscope contracts are permanent, not fixed term. There is a probation period of six months.
<b>Salary</b>	<p>Salary is determined through a mixture of organisation and individual decision.</p> <p>When they join, a Kaleidoscopian is made a salary offer based on their skills and experience. This will be within an advertised range for their role.</p> <p>After the first six months, Kaleidoscopians are asked to 'own' their salary: barring exceptional circumstances, the individual Kaleidoscopian makes the final decision about how much they should be paid. This is informed by:</p> <ul style="list-style-type: none"> <li>● The suggested salary range for their role, based on comparable roles in other social enterprises. This will have been shared in the job advert.</li> <li>● Kaleidoscope's current financial position; which a member of the team will talk you through.</li> <li>● Current salaries of all other Kaleidoscopians; all salaries are fully transparent within Kaleidoscope.</li> </ul>

# KALEIDOSCOPE

	<p>If the individual strongly feels the suggested salary range does not fit their contribution to Kaleidoscope, they can agree a salary outside of this range - following an extended discussion with fellow Kaleidoscopians.</p> <p>Salaries are reviewed every 6 months, with reference to the same factors as above. Kaleidoscopians write down how they have made their decision and share it with an internal advisory panel which can give advice back to the individual. The individual retains the final decision.</p>
<b>Annual leave</b>	<p>Paid leave is between 20 and 40 days per annum (pro rata), determined at the individual's discretion. This does not include bank holidays, or the week between Christmas and New Year when Kaleidoscope is closed.</p>
<b>Pension</b>	<p>We offer an optional company pension through Nest, with a 2% employer contribution and flexible employee contributions.</p>
<b>Parental leave, sick leave</b>	<p>At this point, we are only able to offer statutory parental (including maternity) and sick leave.</p>
<b>Location</b>	<p>Kaleidoscope's offices are at Cannon Wharf, London, SE8 5EN. We would expect Kaleidoscopians to be with colleagues in the office for a minimum of 50% of their time at Kaleidoscope.</p>
<b>Childcare vouchers</b>	<p>Childcare vouchers can be purchased by Kaleidoscopians through a salary sacrifice scheme, free of tax and national insurance up to the value of £55 a week, or £243 a month. The vouchers can be used for nursery fees; after-school clubs; holiday play-schemes, and childminders.</p>