# Payments policy

## Introduction

This policy is being instituted in line with our [Equality, Diversity and Representation policy](https://www.culturehealthandwellbeing.org.uk/sites/default/files/Equality%2C%20representation%20and%20diversity%20%5Bdraft%202%5D.docx) to ensure we build a more inclusive alliance.

We recognise that CHWA currently depends on time given voluntary by many of its key stakeholders. We recognise that people with experience of health problems are less likely to have access to regular income which can support this. We also recognise that freelance professionals are giving time that is not supported by a regular income.

## Policy

For the LENS group

This policy applies prior to the LENS being constituted as a separate entity able to raise funds independently.

CHWA will offer a stipend of £50 per person to attend LENS meetings every two months or less up to a maximum cost of £3,600 p.a. (this will be reviewed on an annual basis). This will be payable by BACS upon receipt of invoice.

### For freelancers

To attend meetings as a CHWA steering group member:

£50 per person per meeting

To write blogs for the CHWA site:

£75 per blog

This will be payable by BACS upon receipt of invoice.

# Travel policy

## Introduction

CHWA depends on building and sustaining networks of people working, participating and engaging in this field. Between 2018 and spring 2020 this involved a huge amount of travel (the vast majority on public transport). In the wake of covid, and in line with our [environmental and climate change policy](https://www.culturehealthandwellbeing.org.uk/sites/default/files/Climate%20%26%20Environment%20%5Bdraft%201%5D.docx), and in order to repurpose costs towards stipends for people unable to assign this work to their employment, we are reducing this travel considerably and instituting a new policy as follows. We hope this also align with improved mental health and work/life balance for both staff and stakeholder groups.

## Policy

Stakeholder groups (Board, Steering Group of Regional Champions, LENS, SAMs, SAPs) should hold all meetings barring one annual meeting online.

The Director and Coordinator commit to undertaking no more than one long (over two hours) journey per fortnight each.