

**RadHR**

# Core Team Policy

**Last update:** January 2026

## What is the RadHR Core Team?

The Core Team is the main decision making body for RadHR Ltd, as per the [RadHR Decision Making Policy and Process](#). It is the group of people who currently carry out most of the day to day work associated with RadHR.org, RadHR events and the running of the organisation.

Over time, there are likely to be other group structures to distinguish people who are regularly involved in RadHR in different capacities (including Community membership), but at the time of writing, this is the primary decision making group. This policy will be reviewed annually.

## Who can be involved?

The aim is to ensure that anyone who is working regularly on RadHR in a paid capacity, is able to take part in shaping the ongoing direction of the organisation.

Core Team members are:

- Directors of RadHR Ltd, OR
- PAYE staff, OR
- Freelancers who have worked 1.5dpw (or more) for 3 months OR/AND expect to work for 1.5dpw (or more) for the next 6 months and accepted the offer and responsibility of joining the Core Team.

**Rationale:** If the gap between different workers' working hours is too big, we think it will likely create power imbalances and make equitable decision making more difficult. Therefore we try to avoid core team workers working less than half (or more than double) each others' hours. e.g. With current core team members working 3dpw, the minimum a worker currently needs to work to be considered on the core team is 1.5dpw.

If a Core Team member is finding their contracted hours to be insufficient to carry-out Core Team responsibilities, they should raise this with the wider Team. If this is still insufficient, we will do our best to:

- 1) Assess, and potentially reduce, the amount of work that is on the Team members' plate,
- 2) Decide if other forms of support might be appropriate to help the Team member engage in collective processes, and

- 3) Ensure more freelance days are available to cover the additional time involved in the Core Team, following the RadHR decision making process.

## **What is the distinction relevant to?**

The distinction between the Core Team and other RadHR workers or members relates to organisational decision making, including some parts of specific project decision making, such as when there are wider budget implications.

Many day-to-day decisions will be made by individuals or sub-groups with particular responsibilities within the organisation, often in collaboration with members of the RadHR Community and freelancers working on discrete pieces of consultancy. Any issues that are deemed to be relevant to the wider organisation, will be decided by the Core Team (as per the decision making process).

## **How do non-Core Team members feed into decision-making?**

Active members of the community are currently consulted around a range of RadHR decisions (via surveys, interviews, and informal conversations). This is primarily done on an adhoc basis and decision making still rests with the core team for now.

Beyond that, this area needs to be developed further as wider organisational structures emerge. These could include advisory groups, project working groups, or different kinds of member forums.