

## GENDER PAY GAP 2019 DATA

St Christopher's gender pay gap data for 5<sup>th</sup> April 2019 was based on 526 people; it does not include any bank/casual staff not working within the one month window. Of these 526 people, 76 (14.4%) were men and 450 (85.6%) were women. Only 39% of the female workforce is full-time compared to 69% of the male workforce.

**Table 1: Gender Pay Gap Averages**

	5 <sup>th</sup> April 2018	5 <sup>th</sup> April 2019
<b>Mean</b>	12.9%	8.1%
<b>Median</b>	3.4%	0.61%

Whilst the reported data suggests that on average, men continue to earn slightly higher salaries than women, we have this year seen the gap reduce from 12.9% to 8.1%, which is a positive position for the organisation. However, it is recognised that having a workforce which is predominantly female (85.6%) means that even small fluctuations in the male workforce can negatively impact on the *Mean* data. There has also been a small increase in the number of full-time female workers than in 2018, which has helped to improve the overall balance of the *Median* data from 3.4% in 2018 to 0.61% in 2019.

**Table 2: Quartile data**

QUARTILE	MEN	WOMEN	MEN %	WOMEN %
UPPER	21	111	16	84
UPPER MIDDLE	17	114	13	87
<b>Total upper/upper middle</b>	<b>38</b>	<b>225</b>		
LOWER MIDDLE	13	119	10	90
LOWER	25	106	19	81
<b>Total lower/lower middle</b>	<b>38</b>	<b>225</b>		

The quartile data in Table 2 above interestingly shows a balanced headcount when identifying the numbers of staff within the Upper/Upper Middle and Lower/Lower Middle figures for both men and women, which confirms that there is a perfect balance of men and women occupying both senior and lower level roles across the organisation.

**Further Commentary** - Whilst it would be preferable to attract more male professionals into our care services generally, in the hope that this would provide a more balanced gender pay position overall, it is nationally recognised that nursing and other care roles do not tend to attract very many male workers. This is evident from our applications for a number of our care roles; which are from predominantly female workers. The organisation is committed to being an equal opportunities employer and operates good practice and compliance in relation to HR policies and procedures, which are regularly reviewed and supported through appropriate staff training. We operate *Good Employer Principles* which are linked to transparent pay spines and formal job evaluation processes.

**Next Steps** - The organisation does not have any concerns about the quality or equity of its pay structures, despite what the data above may suggest. However, alongside other equality and diversity areas, the gender pay gap identified above will continue to be carefully monitored by the Equality and Diversity Group and the People Directorate and any areas of concern will be managed expeditiously.