

## GENDER PAY GAP 2020 DATA

Although employers are not required to report their gender gap data for 2019/2020 due to coronavirus, as an organisation we took the decision to continue to monitor this data, as part of our on-going commitment to close the gap as much as we can, over time. Accordingly, this report sets out St Christopher's gender pay gap data for 2019/2020 and is based on a snapshot of data taken on 5<sup>th</sup> April 2020.

The data was based on 559 staff; it does not include any bank/casual staff not working within a one-month window. Of the 559 people, 81 (14.5%) were men and 478 (85.5%) were women. Only 36% of the female workforce is full-time compared to 58% of the male workforce.

**Table 1: Gender Pay Gap Averages**

	5 <sup>th</sup> April 2018	5 <sup>th</sup> April 2019	5 <sup>th</sup> April 2020
<b>Mean</b>	12.9%	8.1%	7.1%
<b>Median</b>	3.4%	0.61%	3.4%

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 8.1% to 7.1%, which is a positive position for the organisation. However, it is recognised that having a workforce which is predominantly female (85.5%) means that even small fluctuations in the male workforce can negatively impact on the *Mean* data. There has also been a small decrease in the number of full-time female workers, which has reverted back to our 2018 numbers of part-time women, which has increased the *Median* rate from 0.61% back up to 3.4%.

**Table 2: Quartile data**

QUARTILE	MEN	WOMEN	MEN %	WOMEN %
UPPER	20	120	14.3	85.7
UPPER MIDDLE	18	122	12.9	87.1
<i>Total upper/upper middle</i>	38	242		
LOWER MIDDLE	27	113	19.3	80.7
LOWER	16	123	11.5	88.5
<i>Total lower/lower middle</i>	43	236		

**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 predominantly from female workers. The level of full-time female staff is slightly lower than we would prefer, however we know that the level of full-time female staff has already improved, which will be reflected in our April 2021 data.

The organisation is committed to being an equal opportunities employer and operates good practice and compliance in relation to HR/People policies and procedures, which are reviewed regularly and supported through appropriate staff training. We operate *Good Employer Principles and Pay Principles* which are linked to transparent pay spines and formal job evaluation processes.

**Next Steps** - The organisation does not have any concerns about the equality 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, Diversity & Inclusion Group and the People Directorate and any areas of concern will be managed expeditiously.