



St Basils

Gender Pay Report

March 2018

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This year, for the first time, all UK employers over a certain size are required to report on their gender pay gap. In this report you'll find a snapshot (from data taken on the 5th April 2017) of the gender pay balance within St Basils, accompanied by notes to explain what the results mean.

One of St Basils' strategic priorities is 'Challenging discrimination and promoting diversity and cohesion through employment, service delivery and community engagement' – central to which is our ongoing commitment to equality, diversity and inclusion, and to addressing workplace barriers to equality.

We welcome the requirement to report on this data and will use the information to inform our continuing commitment to ensure that everyone who works for us or receives a service from us, has an equal opportunity to thrive.

What is the gender pay gap?

Gender pay gap analyses the difference between the average earnings of all male and female employees in an organisation, regardless of their role or seniority. The following information is included:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of men and women receiving a bonus payment
- proportion of men and women in each pay quartile

Gender pay should not be confused with equal pay, which is about ensuring that men and women undertaking work of an equal value are paid a similar amount for that work.

A gender pay gap does not indicate a pay equity issue or an imbalance in St Basils' pay structures and policies. What the gap does reflect is the current distribution of men and women across the pay quartiles, and whether there is a varying distribution.

St Basils' gender pay gap

Table 1 – Difference in hourly pay rate between men and women

	% Difference
Mean Hourly Rate	3.8%
Median Hourly Rate	0.9%

St Basils mean and median differences between the hourly pay rate of men and women – 3.8% and 0.9% respectively – is in line with the housing and charity sectors averages and better than the latest Office for National Statistics' estimates for UK national averages (which are 17.4% and 18.4% respectively).

Table 2 – Difference in bonus pay between men and women

	% Difference
Mean Bonus Pay	0%
Median Bonus Pay	0%

St Basils does not pay any bonuses which qualify for reporting purposes. Payments additional to salaries include a 1% of salary, non-consolidated payment to all permanent staff and staff employed on a fixed term contract on the 1st April 2017, in their August salaries.

Table 3 – Proportions of men and women staff paid bonus pay

	% Difference
Mean Bonus Pay	0%
Median Bonus Pay	0%

As above

Table 4 – Proportions of men and women staff in pay quartile bands

Quartile	Men	Women
Upper Quartile (A)	36%	64%
Upper Middle Quartile (B)	28%	72%
Lower Middle Quartile (C)	36%	64%
Lower Quartile (D)	20%	80%
Overall	30%	70%

Table 4 illustrates the proportion of men and women in the quartile bands, and shows that St Basils has a higher proportion of women in all quartiles.

Continuing Actions

Through our Equality, Diversity and Inclusion Policy and Action plan, we use our data and evidence to set targets and identify actions for improvement. Our Monitoring Group reviews annually our data about both the young people who use our services and our staff, in order to better understand their experience at St Basils and to monitor whether access to opportunities through services and employment are fair to all and to identify any areas of disadvantage or discrimination.

In our EDI Action Plan, we are committed to ensuring that we continue to reflect the communities we serve at all levels within St Basils. We have an intention to attract more applications from men and from persons of non-binary genders into positions where they are under-represented.

A handwritten signature in black ink, appearing to read 'Jean Templeton'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Jean Templeton

Chief Executive