

St Basils

Works with young people

Gender Pay Report

March 2020

St Basils Gender Pay Report

For the third year, all UK employers over a certain size are required to report on their gender pay gap. In this report you'll find a snapshot 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 – regardless of race, ethnicity or gender – has an equal opportunity to thrive.

The figures in this report relate to pay in the month of April 2019.

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	5.8%
Median Hourly Rate	3.1%

St Basils mean and median differences between the hourly pay rate of men and women – 5.8% and 3.1% 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.

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)	37%	63%
Upper Middle Quartile (B)	30%	70%
Lower Middle Quartile (C)	24%	76%
Lower Quartile (D)	17%	83%
Overall	27%	73%

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. But the women have a relatively higher percentage in the two lower quartiles, and that the lower number of men are slightly more prevalent in the two higher quartiles. This explains why there is a small pay gap at St Basils.

Continuing Actions

In our Equality Diversity and Inclusion 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.



Jean Templeton

Chief Executive

Annex 1; Year on Year Comparisons

Headline Figures

% Difference	2017	2018	2019
Mean Hourly Rate	3.8%	0.8%	5.8%
Median Hourly Rate	0.9%	3.1%	3.1%

In 2019, the hourly rates for both men and women increased. However, due to a reduction in the numbers of men in the lower quartile, the average (mean) hourly rate for men increased more than the rate for women. This results in an increase in the mean hourly pay gap.

Quartile Analysis

	Men			Women		
	2017	2018	2019	2017	2018	2019
Upper Quartile (A)	36%	34%	37%	64%	66%	63%
Upper Middle Quartile (B)	28%	32%	30%	72%	68%	70%
Lower Middle Quartile (C)	36%	24%	24%	64%	76%	76%
Lower Quartile (D)	20%	23%	17%	80%	77%	83%
Overall	30%	28%	27%	70%	72%	73%

Please note that the relatively small number of staff employed by St Basils means that small movements in staff numbers can result in noticeable movements in both the mean and median pay gap.