



# Gender Pay Report

# April 2024

(April 2023 data)

# St Basils' Gender Pay Report

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 2023.

## What is the gender pay gap?

The 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' Gener Pay Gap Data

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

	<b>% Difference</b>
Mean Hourly Rate	4.9%
Median Hourly Rate	-1.4%

*St Basils mean and median differences between the hourly pay rate of men and women.*

**Table 2 – Difference in bonus pay between men and women**

	<b>% Difference</b>
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**

	<b>% Difference</b>
Mean Bonus Pay	0%
Median Bonus Pay	0%

*As above*

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

<b>Quartile</b>	<b>Men</b>	<b>Women</b>
Upper Quartile (A)	34%	66%
Upper Middle Quartile (B)	26%	74%
Lower Middle Quartile (C)	19%	81%
Lower Quartile (D)	31%	69%
<b>Overall</b>	<b>27%</b>	<b>73%</b>

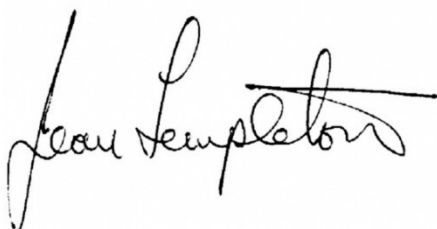
*Table 4 illustrates the proportion of men and women in the quartile bands and shows that St Basils has a significantly higher proportion of women in all quartiles. However, the highest % of women are in the Lower Middle Quartile whereas this quartile contains the smallest % of men. This quartile is where most frontline workers would fall, which make up the largest proportion of St Basils' workforce, and are mostly worked by women at St Basils. This explains why there is a small pay gap at St Basils.*

## **Continuing Actions**

In our Equality, Diversity and Inclusion Policy and Action Plan, we are committed to ensuring that we continue to reflect the communities we serve at all levels within St Basils and take steps which address systemic inequities in order to achieve fairness and inclusion.

## **Written Statement**

I confirm that the published information is accurate,



Jean Templeton

Chief Executive Officer

## Annex 1 - Year on Year Comparisons

### Headline Figures

% Difference	2017	2018	2019	2020	2021	2022	2023
Mean Hourly Rate	3.8%	0.8%	5.8%	6.3%	5.8%	3.7%	<b>4.9%</b>
Median Hourly Rate	0.9%	3.1%	3.1%	3.6%	2.0%	0.0%	<b>-1.4%</b>

St Basils' mean hourly rate % difference increased in 2023 compared to 2022. This can be attributed to more men taking on management roles (falling into the Upper Quartile) and less men occupying frontline roles (in the Lower Middle Quartile) compared to the previous year.

The median hourly rate difference % shifted in the favour of women in 2023, which is due to there being more women in the Upper Quartile and the spread of women across each quartile being more even than the spread of men across each quartile.

### Quartile Analysis

	Men						Women					
	2018	2019	2020	2021	2022	2023	2018	2019	2020	2021	2022	2023
Upper Quartile (A)	34%	37%	35%	36%	29%	<b>34%</b>	66%	63%	65%	64%	71%	<b>66%</b>
Upper Middle Quartile (B)	32%	30%	29%	25%	25%	<b>26%</b>	68%	70%	71%	75%	75%	<b>74%</b>
Lower Middle Quartile (C)	24%	24%	23%	25%	25%	<b>19%</b>	76%	76%	77%	75%	75%	<b>81%</b>
Lower Quartile (D)	23%	17%	18%	27%	32%	<b>31%</b>	77%	83%	82%	73%	68%	<b>69%</b>
<b>Total</b>	<b>28%</b>	<b>27%</b>	<b>26%</b>	<b>28%</b>	<b>28%</b>	<b>27%</b>	<b>72%</b>	<b>73%</b>	<b>74%</b>	<b>72%</b>	<b>72%</b>	<b>73%</b>

The relatively small number of staff employed by St Basils (310 in April 2023 data) means that small movements in staff numbers can result in noticeable movements in both the mean and median pay gap.

The main reason for the existence of a pay gap at St Basils continues to be the low number of men employed in front line support work.

Benchmarks in this area are problematic due to the difference in full time and part time data, sector type and organisation size. It is however noted that in 2023, housing providers and similar charities of a similar size to St Basils (however a mixture of non-profit and for-profit providers) showed on average a mean hourly rate gap of 4.8% and a median hourly rate gap of 4.2% [11 organisations, GOV.uk data].