

24th March 2020

Gender Pay Report 2019

The Equality Act 2010 requires all organisations with more than 250 employees to produce an annual report detailing the pay gap between its male and female employees. The following report provides an overview of the statutory calculations based upon payroll data on **5 April 2019**.

The gender pay gap differs from equal pay.

Equal Pay - Bethphage pays the same rates to men and women who carry out the same jobs in accordance with the law.

The **gender pay gap** shows the differences in average pay for men and women. A number of factors influence this including seniority and the number of hours worked. A positive pay gap shows that male staff are paid more than female staff and a negative pay gap shows that female staff are paid more than male staff.

The Gender Pay Results for 5 April 2019 and 5 April 2018.

Pay Gap	Mean		Median	
	2019	2018	2019	2018
Pay	1.59%	0.05%	-2.42%	-1.01%
Bonus Pay	21.90%	14.56%	0.00%	0.00%

Based upon the snapshot date, Bethphage does have a gender pay gap. Our male colleagues were paid more than our female colleagues based on the mean average but less based on the median average.

Bethphage's approach to bonus payments is that all contracted employees receive the same amount for long service and recruitment incentive bonuses regardless of hours worked or position held.

In the relevant period (6 April 2018 – 5 April 2019) Bethphage did not pay any performance related bonuses, all bonuses within the year were for 5, 10 or 15 years long service or referring new employees. During the reporting period proportionately more females received a bonus (11.36%) than males (10.71%).

Bethphage employs significantly more female colleagues than male staff, which is typical of the social care sector. Of 297 relevant full pay staff on the snapshot date, 214 were female (72.05%) and 83 male (27.95%). We are proud to have had consistent representation in similar proportions at all levels of the organisation, including senior management.

The proportion of Males and Females in each quartile pay band are as follows:

	Male	Female
Upper	18.92%	81.08%
Upper Middle	25.68%	74.32%
Lower Middle	29.73%	70.27%
Lower	37.33%	62.67%

I confirm the figures included in this report have been calculated in line with the principles contained within The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017:

Signed:



Derek Lum
Chair