

4th April 2018

Gender Pay Report 2017

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 2017**.

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.

The Gender Pay Results for 5 April 2017

Based upon the snapshot date, Bethphage does not have a gender pay gap. Our female colleagues were paid marginally ahead of male colleagues on the snapshot date but just one male appointment at a senior level could reverse this.

As a registered charity, Bethphage is a values based organisation which, where possible, has an egalitarian approach to the treatment of its people. This is reflected in our approach to our performance bonus payments in which all colleagues, regardless of status received the same bonus proportionate to hours employed.

In the relevant period (6 April 2016 – 5 April 2017), the gender bonus gaps have been skewed because of the pay arrangements during the period when Bethphage operated without a CEO. Without that factor, a negative mean bonus gap would have occurred because pro-rated bonuses received by the part-time employees are not adjusted for the purposes of the gender bonus gap calculations. Significantly more of our female staff choose to work part-time (59% of all female workers) compared with their male colleagues (39% of all male workers). Bonus payments are made to employees who meet various standard criteria, including time served with the company. During the reporting period proportionately more males received a bonus than women due to a lower staff turnover of males between the relevant dates.

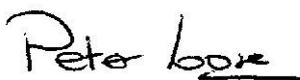
Bethphage employs significantly more female colleagues than male staff, which is typical of the social care sector. Of 303 staff on the snapshot date, 218 were female (72%) and 85 male (28%). We are proud to have had consistent representation in similar proportions at all levels of the organisation, including the top team.

	Male	Female	Gap
Mean Pay	£8.60	£8.78	-2.10%
Median Pay	£7.90	£7.90	0.00%
Mean Bonus Pay	£122.33	£133.29	-8.96%
Median Bonus Pay	£100.00	£100.00	0.00%
Proportion receiving a bonus	60.00%	43.58%	

The proportion of Males and Females in each quartile pay band

	Male	Female
Upper	25.00%	75.00%
Upper Middle	32.89%	67.11%
Lower Middle	25.33%	74.67%
Lower	28.95%	71.05%

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: 

Peter Loose
Chief Executive