

15th March 2019

## Gender Pay Report 2018

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 2018**.

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 2018

Pay Gap	Mean	Median
Pay	0.05%	-1.01%
Bonus Pay	14.56%	0.00%

Based upon the snapshot date, Bethphage does not have a gender pay gap. Our female and male colleagues were paid the same on the snapshot date.

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.

Bethphage paid a bonus in June 2017 to all staff who had been employed since prior to 1<sup>st</sup> October 2016. In the relevant period (6 April 2017 – 5 April 2018), the mean gender bonus gap has occurred because significantly more of our female staff choose to work part-time than their male colleagues and pro-rated bonuses received by the part-time employees are not adjusted for the purposes of the gender bonus gap calculations. Bonus payments are made to employees who meet standard criteria, including time served with the company. During the reporting period proportionately more males received a bonus (55.81%) than females (52.86%) 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 313 staff on the snapshot date, 227 were female (72.5%) and 86 male (27.5%). 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

	<b>Male</b>	<b>Female</b>
<b>Upper</b>	21.33%	78.67%
<b>Upper Middle</b>	31.58%	68.42%
<b>Lower Middle</b>	26.67%	73.33%
<b>Lower</b>	32.89%	67.11%

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