

As a not for profit social care provider with over 250 staff, Bethphage is required to produce an annual report detailing the pay gap between our male and female employees.

As required, this report is based on pay on 5th April 2018.

Pay

Mean Pay Gap: 0.05%

This shows that on average male and female employees are paid equally across Bethphage.

Median Pay Gap –1.01%

This shows that the middle paid female employee at Bethphage is paid slightly more than the middle paid male employee at Bethphage.

Bonuses

Mean Bonus Pay Gap 14.56%

This shows that on average the bonus paid to male employees is larger than the bonus paid for female employees. The reason being the bonuses paid are pro-rated based on contracted hours and 58% of Bethphage's female employees choose to work part time compared to 38% of male.

Median Bonus Pay Gap 0%

This means that the middle bonus paid was the same for both male and female employees.

Proportion of Male and Females Receiving a Bonus Payment

Male 55.81% Female 52.86%

The bonus was paid in June 17, for all staff who were employed prior to October 1st 2016.

Proportion of Male and Female Employees

Quartile	Male	Female
Upper	21.33%	78.67%
Upper Middle	31.58%	68.42%
Lower Middle	26.67%	73.33%
Lower	32.89%	67.11%

At the snapshot date Bethphage employed 313 staff, 227 of these were female (73%).