

# Gender Pay Gap Reporting 2019



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 2019.

## Pay

**Mean Pay Gap: 1.59%**

This shows that on average male employees are paid more than female employees across Bethphage.

**Median Pay Gap -2.42%**

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

## Bonuses

**Mean Bonus Pay Gap 21.9%**

This shows that on average the bonus paid to male employees is larger than the bonus paid for female employees. The reason for this is Bethphage pays a staff referral bonus and 1 male employee had referred 2 new staff in the year so his bonuses were higher.

**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 10.71% Female 11.36%**

No performance related bonus was paid in this bonus period, bonuses were paid for staff referrals and 5, 10 and 15 years long service.

## Proportion of Male and Female Employees

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

At the snapshot date Bethphage employed 297 staff, 214 of these were female (72.05%).