

18 December 2023

## Gender Pay Report 2023

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 2023**

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 2023 and 5 April 2022

	Mean		Median	
	2023	2022	2023	2022
<b>Pay Gap</b>				
<b>Pay</b>	-4.65%	-1.02%	-0.29%	0.00%
<b>Bonus Pay</b>	9.46%	11.65%	7.33%	13.67%

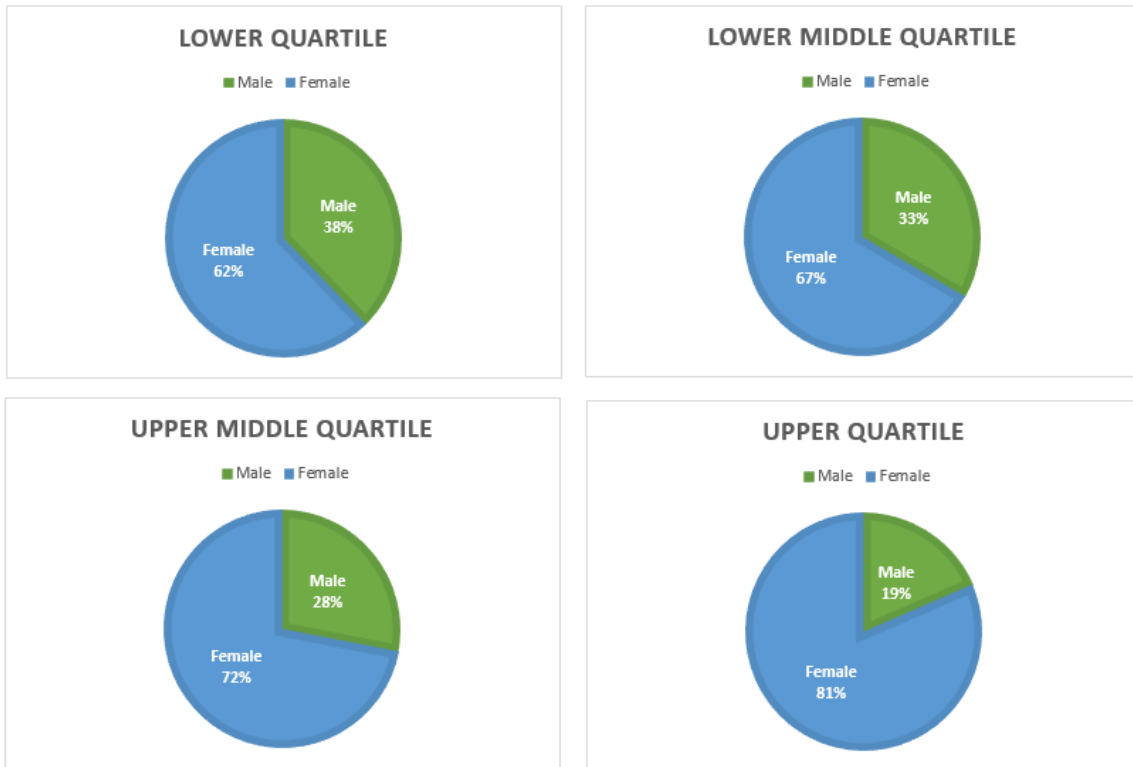
Based upon the snapshot date, Bethphage does have a negative gender pay gap. Our male colleagues were paid less than our female colleagues based on the mean average.

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

In the relevant period (6 April 2022 – 5 April 2023) Bethphage did not pay any performance related bonuses, all bonuses within the year were for five, ten and fifteen years long service and referring new employees. During the reporting period 19% of males received a bonus compared to 21% of females.

Bethphage employs significantly more female colleagues than male staff, which is typical of the social care sector. Of 326 relevant full pay staff on the snapshot date, 230 were female (70.55%) and 96 male (29.45%). 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:



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