



Gender Pay Gap Report

The gender pay gap is an equality measure that reports the difference between the average earnings of men and women, expressed relative to men's earnings.

According to the Office of National Statistics, after the first year organisations were required to publish their gender pay gap data and written statement on their public-facing website, and report the data to the government via an online portal. The gender pay gap in the UK has fallen to a record low in 2018, but the average woman still earns 8.6% less than the average man.

Government legislation as part of The Equality Act requires companies of 250 employees or larger to take a 'snapshot' of pay on 5th April 2019. The results of this snapshot should then be compared by gender and published within 12 months.

St John's is pleased to report that it has eliminated the gender pay gap mean average, with a 1% gap in favour of women, creating a more equitable workplace as compared to the 8% gap in favour of men reported last year. More women were appointed to teaching roles in the organisation at the start of the 2018-2019 academic year and represented more than 50% of each quartile pay band which means that women are represented well across all levels of the organisation.

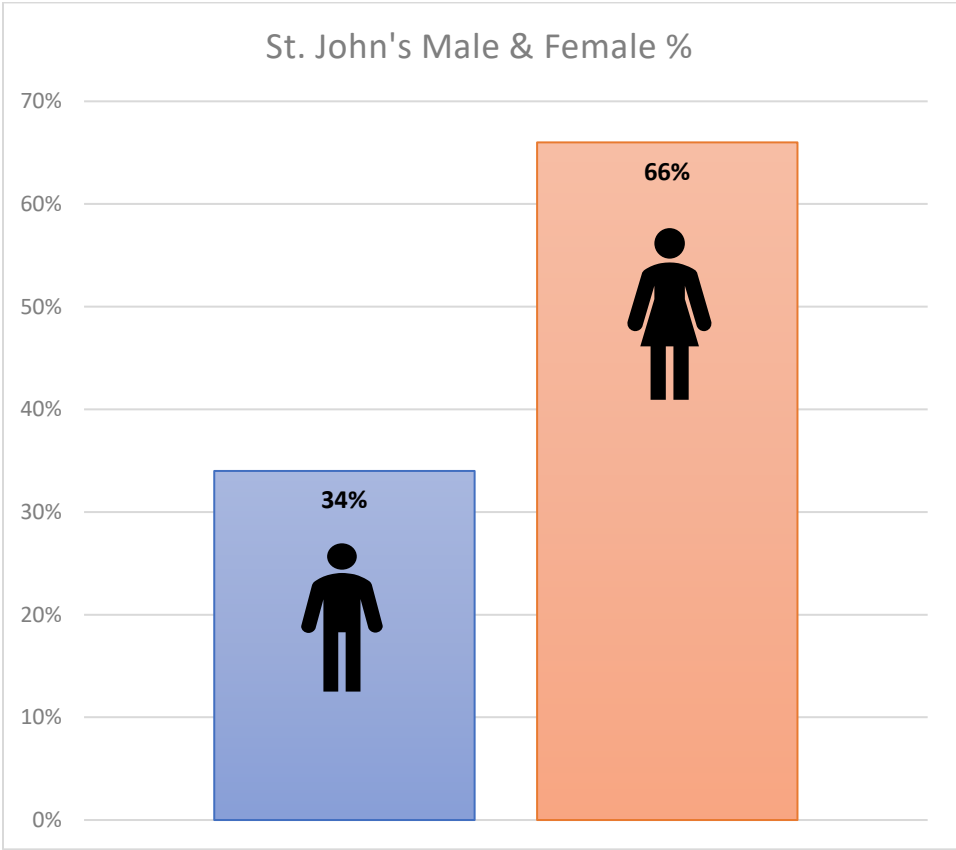
There is a 3% median gap which can be attributed to the appointment of more male supervisory level managers. Having identified this, the organisation is committed to the recruitment and promotion of women at this level, encouraging a family-friendly approach and promoting flexible working during recruitment and for colleagues returning from maternity leave, especially in support and learner-facing functions.

The gender pay gap for night workers is at 4%, mainly due to historical higher pay of men who are mostly contracted to work full time. Some of the women who were on the same salaries have left the organisation, hence creating a gap from last year's positive results. Although there are

more opportunities to work part time at night, the unsociable hours create some impact on family life. In response to this, the organisation has introduced a flexible working policy last year and have approved many applications with very little adverse effect on the day-to-day operations. Also, part time contracts being historically not considered due to perceived operational difficulties are now openly advertised internally and externally.

Last year, hourly rates for bank workers were set to a fixed rate of £9.50, hence gender pay gap no longer exists in this particular employee group.

St. John's is committed to finding more ways to reduce the gender pay gap and will continue to proactively benchmark its data with similar organisations.



Results as per the Gender Pay Gap reporting requirements

The following tables show the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap') and the difference between the median the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap').

Employees excluding Residential Waking Night Support Workers

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 10.13	£ 10.27	-1%
Median	£ 8.94	£ 8.66	3%

Bonus Pay	Male	Female	Difference
Mean	£ -	£ -	0%
Median	£ -	£ -	0%

Quartiles (Gross Hourly Rate of Pay)	Male	Female	
£0.00 to £8.21	33%	67%	
£8.22 to £8.79	30%	70%	
£8.80 to £10.73	42%	58%	
£10.74 to £50.50	28%	72%	

Residential Waking Night Support Worker

The tables below show the same as above but for our Residential Night Working team. As this group of employees pay is worked out based on nights/hours worked across a 12 month period and not on a set annual salary we worked out average rates of pay across a 3 month period.

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 9.00	£ 8.63	4%
Median	£ 8.62	£ 8.80	-2%

Quartiles (Gross Hourly Rate of Pay)	Male	Female	
£0.00 to £8.21	23%	77%	
£8.22 to £8.62	67%	33%	

£8.63 to	£8.80	17%	84%
£8.81 to	£11.30	50%	50%

Signed: Liz Dollin, Head of HR

