

## 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 2017, but the average woman still earns 9.1% 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 5<sup>th</sup> April 2018. The results of this snapshot should then be compared by gender and published within 12 months.

St John's gender pay gap in 2018 increased by 3% from the previous year due to appointments of senior and highly specialised roles, essential to the development of the organisation. Nevertheless, women represented more than 60% of each quartile pay band which means that women are represented well across all levels of the organisation.

There is no gender pay gap in the Residential Waking Night Support Worker group. Women earn 1.47% more than men, possibly due to more opportunities to work part-time and at night around caring responsibilities. Having identified this, the organisation has already reviewed its recruitment strategy and offered more part time working and flexible working opportunities, especially in support and learner-facing functions.

Our casual bank workers' gender pay gap is 3% which is slightly better than the previous year which was 4%. The gap could possibly be attributed to men being able to work on a more casual short-time basis.

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.

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## 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 and Bank workers

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 10.87	£ 10.02	8%
Median	£ 9.41	£ 9.48	-1%

The table below breaks down the proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay band ('the proportion of men and women in each of four pay quartiles').

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £7.52	37.84%	62.16%
£7.53 to £9.48	32.56%	67.44%
£9.49 to £11.28	33.66%	66.34%
£11.29 to £95.75	30.09%	69.91%

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## 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	£8.83	£9.13	-1.47%
Median	£9.09	£9.25	-1.47%

Quartiles (Gross Hourly Rate of Pay)	Male	Female	Distribution
£00.00 to £8.68	58%	42%	10
£88.71 to £8.96	27%	73%	12
£8.98 to £9.29	17%	83%	11
£9.36 to £10.25	20%	80%	12

## Bank Workers

St. John's has a number of casual support bank workers who are paid depending on the amount of hours that they work in a monthly period. In order to report on the gender pay gap for bank workers we took the average rates of pay over a three month period.

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£8.83	£8.60	3%
Median	£8.94	£8.37	6%

Quartiles (Gross Hourly Rate of Pay)	Male	Female	Distribution
£00.00 to £8.50	57.14%	42.86%	7
£8.50 to £8.53	10%	90%	7
£8.52 to £8.67	42.86%	57.14%	7
£8.68 to £9.34	57.14%	42.86%	7

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The table below shows the difference between the mean bonus pay paid to male relevant employees and that of female relevant employees ('the mean gender bonus gap'). Bonuses negated from the reporting as St. John's does not pay bonuses.

Bonus Pay	Male	Female	Difference
Mean	£ -	£ -	0%
Median	£ -	£ -	0%
Proportion of Relevant Employees who received a Bonus	0.00%	0.00%	

**Signed:** Liz Dollin, Head of HR



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