

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. It is different to equal pay, which deals with pay differences between men and women who carry out the same jobs or work of equal value.

The gender pay gap in the UK has fallen but the average woman is still being paid 15.5% lower than the average male. Though the snapshot date (4th April 2020) was during the early stages of lockdown, the ONS has predicted furlough payments will have an impact on next year's data and the estimates published are subject to more uncertainty than usual because of the challenges faced in data collection. St. John's continued to provide essential services with the necessary controls in place to comply with PHE and HSE requirements. in place to comply with government-imposed public health restrictions.

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

Gender Identity

For the purposes of this reporting, the guidance requires gender to be reported in a binary way, which means we are unable to report on the pay of non-binary colleagues and those of other identities. This is something we intend to explore in the future which we hope would reflect the impact on intersectionality of gender identities, race, disability and socio-economic standing on pay.

Our Gender Pay Gap as of 4th April 2020

Mean Pay Gap (Women's hourly rate is) 4% higher

Median Pay Gap (Women's hourly rate is) 1% lower

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').

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 9.80	£ 10.15	-4%
Median	£ 9.55	£ 9.45	1%

Gender diversity on pay quartiles:

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £9.00	40.51%	59.49%
£9.01 to £9.51	26.47%	73.53%
£9.52 to £10.81	40.66%	59.34%
£10.82 to £52.90	31.11%	68.89%

St John's is pleased to report that it continues to represent a more equitable workforce, with a 4% gap in favour of women, improved from its 1% gap last year. Another improvement is last year's median gap from 3% to 1%. More women were appointed to teaching, specialist and therapy roles in the organisation and represented nearly 60% of each quartile pay band and an average of 65% across all quartiles, which means that women are represented well across all levels of the organisation.

Night Workers

Previous reports required a separate analysis of the Residential Waking Night Support Workers whose salaries are worked out based on nights/hours worked across a 12-month period. Due to the reduction of staff in this group to 6 and night contracts standardised since 2017, gender pay gap if any for this group of workers will be minimal.

Signed: Liz Dollin, Director of Operations

Dated: 23rd April 2021

