

### St Joseph's Service Gender Pay Gap Report 2017

All large UK companies employing 250 people or more are required to report on their gender pay gap. At St Joseph's Services we welcome the introduction of gender pay gap reporting as an important contributor to transparency. St Joseph's is an Equal Pay Employer, all people, regardless of gender, age, religion or sexual orientation, are paid the same rate for the same role. This fits in with the ethos and the values of St Joseph's. We also believe that fostering a culture of inclusion is imperative for our service and for the diverse needs of the people we support.

This is our report for the snapshot date of 5 April 2017:

Mean gender pay gap	15.95%
Median gender pay gap	16.98%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:

Band	Males	Females
Lower quartile*	12%	88%
Lower middle quartile	12%	88%
Upper middle quartile	15%	85%
Upper quartile	25%	75%

\*Quartiles are based on hourly pay rates

#### Our Statement

Due to the sector (Care) in which St Joseph's Services operates, women make up 85.96% of our total workforce of 235 relevant employees (202 female and 33 male). They also, for the same reasons, make up 77.78% of our managers. Further analysis of our data, therefore, shows no underlying reasons or concerns that there is a high representation of women in the lower, and lower middle quartiles as this is consistent with our overall 'mix'. The representation of women in the upper quartile is proportionately a little lower than their representation in the workforce as a whole mainly

to the fact that of 33 male employees, 4 of these hold managerial positions, 3 at the highest paid level of employment. This also accounts for the 15.95% mean pay gap and the 16.98% median gap.

Women make up 50% of our Senior Leadership Team, and 77.78% of our wider leadership team encompassing people up to Chief Executive level.

According to the April 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings, the mean gender pay gap for the whole economy is 17.7% and the median gender pay gap 18.8%.

We believe that the fact that the gap is below this, is the result of our proactive commitment to diversity and inclusion. Some of the things we have done to ensure equality and diversity in the workplace are:

- A rigorous approach to ensuring that all appointments and internal promotions are made solely on the basis of merit demonstrated against objective and non-discriminatory criteria.
- A annual appraisal, supervision and development scheme which supports all individuals to achieve their potential and aspirations.
- Comprehensive learning and development provision, including workshops, to develop confidence in seeking promotion.
- A simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors; staff are remunerated according to bench marking carried out by an independent consultancy firm.
- A wide range of flexible working options to enable our employees to effectively manage their work/life balance.

Although the results of our gender pay gap analysis are below the ONS findings, we will not become complacent but will keep our own performance in this area under on-going review and seek to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion.

I confirm that St Joseph's Service is committed to the principle of gender pay equality, has prepared its 2017 gender pay gap results in line with mandatory requirements, and that the information in this statement is accurate.



Robert Jahoda  
Chief Executive Officer  
**March 2018**