



Gender Pay Gap Reporting 2019

Introduction

St Elizabeth's Centre is a faith based large charity situated in Much Hadham, Hertfordshire. For over a century the dedicated teams at St Elizabeth's have been providing support and care and during that time we have developed and expanded our services as the needs of the children, young people and adults have grown more comprehensive. We specialise in the care and support of people with learning disabilities and other complex medical needs, often caused or complicated by severe epilepsy and/or autism.

Our 68-acre site, provides high-quality, individualised care to over 240 people of all ages. St. Elizabeth's houses a school for 5-19 year olds; a College for 18-25 year olds and a Registered Children's Home and Care Home with Nursing for Adults, we provide bespoke education, care and medical support on a 52-week basis.

Gender Pay Gap Data

The data reported upon is a 'snapshot' of all our employees who were on payroll as of the 5th April 2019.

Gender Pay Gap %

-5.14% Average Pay

-0.12% Median Pay

A negative percentage figure reveals that overall, employees who are women have higher pay than employees who are men

St. Elizabeth's has for the purposes of this report 735 relevant employees and has:

: sorted them by highest hourly pay to the lowest hourly pay

: divided the list into four hourly pay quarters

: ensured that employees on the same hourly pay are evenly distributed by gender & pay

This means of the 735 employees overall there are in the:
Lower Pay Quarter

24% are men 44
76% are female 139

Lower Middle Quarter

19% are men 35
81% are female 148

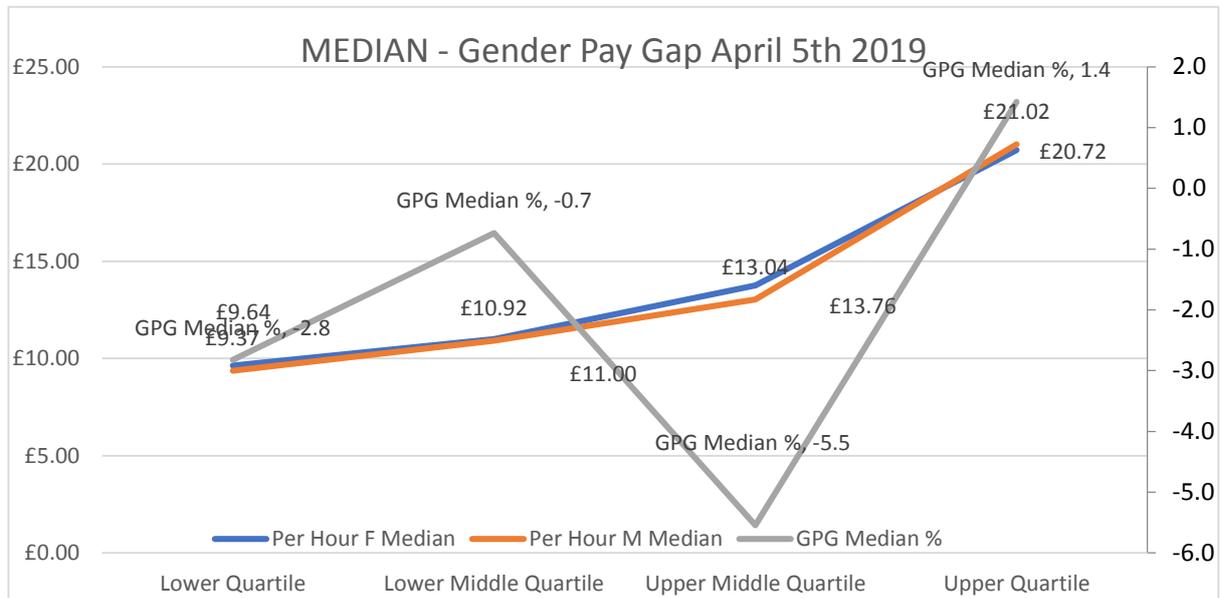
Upper Middle Quarter

25% are men 46
75% are female 138

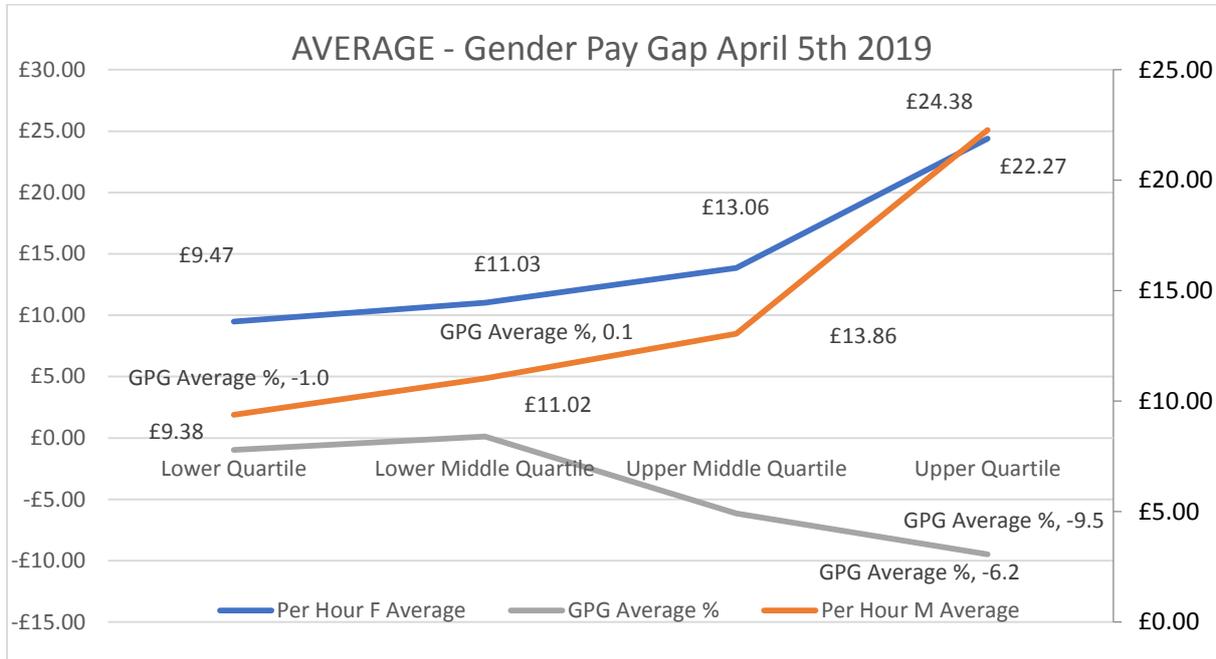
Upper Pay Quarter

18% are men 33
82% are female 151

This means that when using the median, men at St. Elizabeth's are paid - 0.12% less than women. Which means for every £1 a female earns, a man will earn 99.8p.

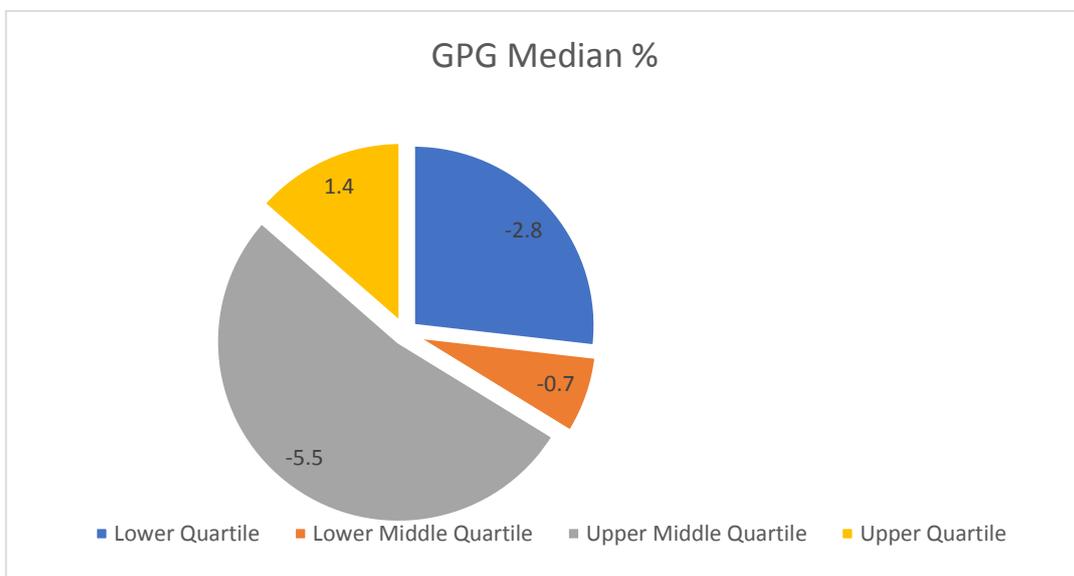


This means that when using the average, men at St. Elizabeth’s are paid -5.14% less than women. Which means for every £1 a female earns, a man will earn 0.95p.

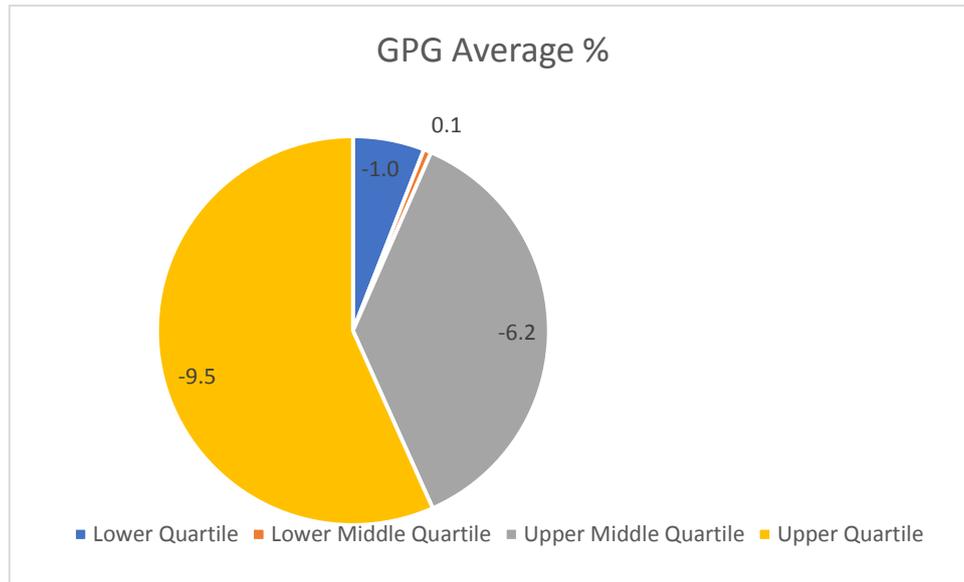


Please note that there are no bonus payments made to any employees.

2019 April 5th	Per Hour F Median	Per Hour M Median	GPG Median %
Lower Quartile	£9.64	£9.37	-2.8
Lower Middle Quartile	£11.00	£10.92	-0.7
Upper Middle Quartile	£13.76	£13.04	-5.5
Upper Quartile	£20.72	£21.02	1.4



2019 April 6th	Per Hour F Average	Per Hour M Average	GPG Average %
Lower Quartile	£9.47	£9.38	-1.0
Lower Middle Quartile	£11.02	£11.03	0.1
Upper Middle Quartile	£13.86	£13.06	-6.2
Upper Quartile	£24.38	£22.27	-9.5



This data identifies that the following is representative of overall Female comparison to Male employee average and median pay.

£14.70	Female Average Pay	£13.98	Male Average Pay
£11.98	Female Median Pay	£11.97	Male Median Pay

Of our total employee population 577 or 79% identify as female.

Within each quartile we have a representation of nearly 20% female employees of our entire population and approximately 5% male employees.

This is represented in full by the following data.

Employees actively on payroll (physically working)			% F	% M
Male	158	40	19.6%	5.4%
Female	577	144	78.5%	19.6%
Total Employees	735	184		

Summary

As our charity operates within the Health, Social Care and Education environments we would expect to see a high number of employees who are female. This is not uncommon within our sector(s). Our gender imbalance within the quartiles does not cause us any unnecessary concern, however we will look to address the pay differences within our male and female colleagues so that equity and fair pay can be assured. We are proud that the majority of our Senior Leadership Team identify as female and as an organisation we remain firmly committed to gender pay equality and a wider representation of female colleagues within senior roles. We would expect to see significant closing of the gender pay gap between male and female colleagues in our reported figures for 2020 however not losing sight of our commitment to seeing a fair representation of women across all senior administrative supporting roles

Statement of Accuracy

I confirm that the information contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'Rachele Gale', with a large, sweeping flourish at the end.

Rachele Gale

Head of Human Resources

On behalf of the Trustees and Executive Team at St. Elizabeth's Centre.