



Gender Pay Gap Reporting 2020

Introduction

St Elizabeth's Centre is a faith based large charity situated in Much Hadham, Hertfordshire. For 117 years our we have been providing support and care and during that time we have developed and expanded our services significantly as the needs of the children, young people and adults have grown more complex. 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 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 2020.

Gender Pay Gap %

1.56% Average Pay

0.31% Median Pay

A positive percentage figure reveals that overall, colleagues who are women have lower pay than their male counterparts.

St. Elizabeth's has for the purposes of this report 657 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 657 employees overall there are in the:
Lower Pay Quarter

23% are men 38
77% are female 126

Lower Middle Quarter

21% are men 34
79% are female 130

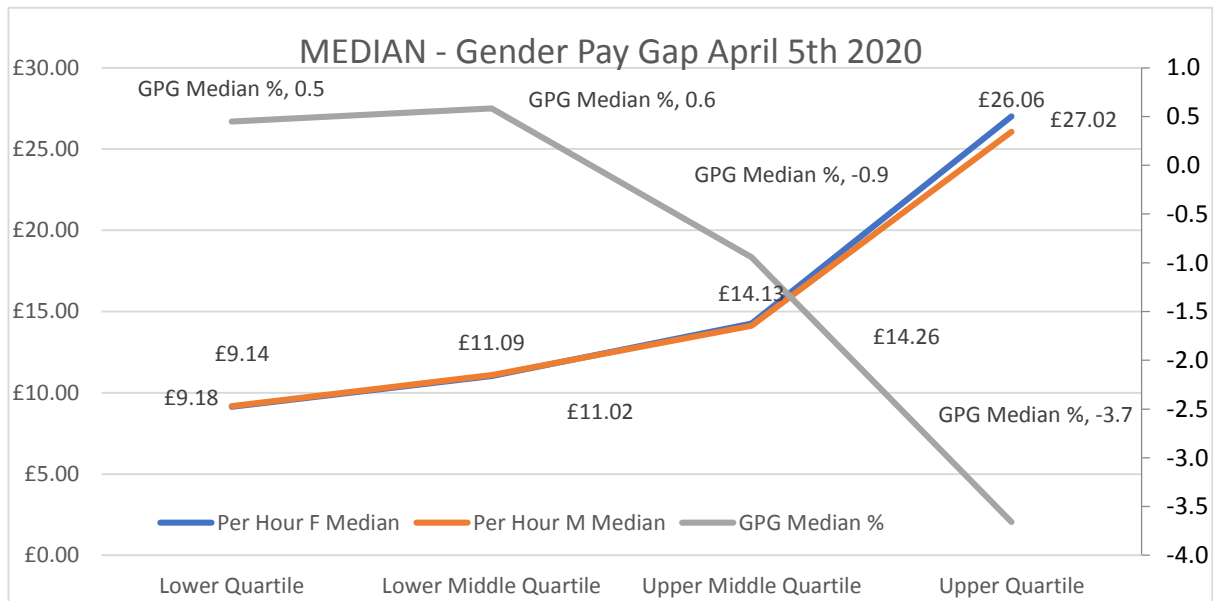
Upper Middle Quarter

22% are men 36
78% are female 128

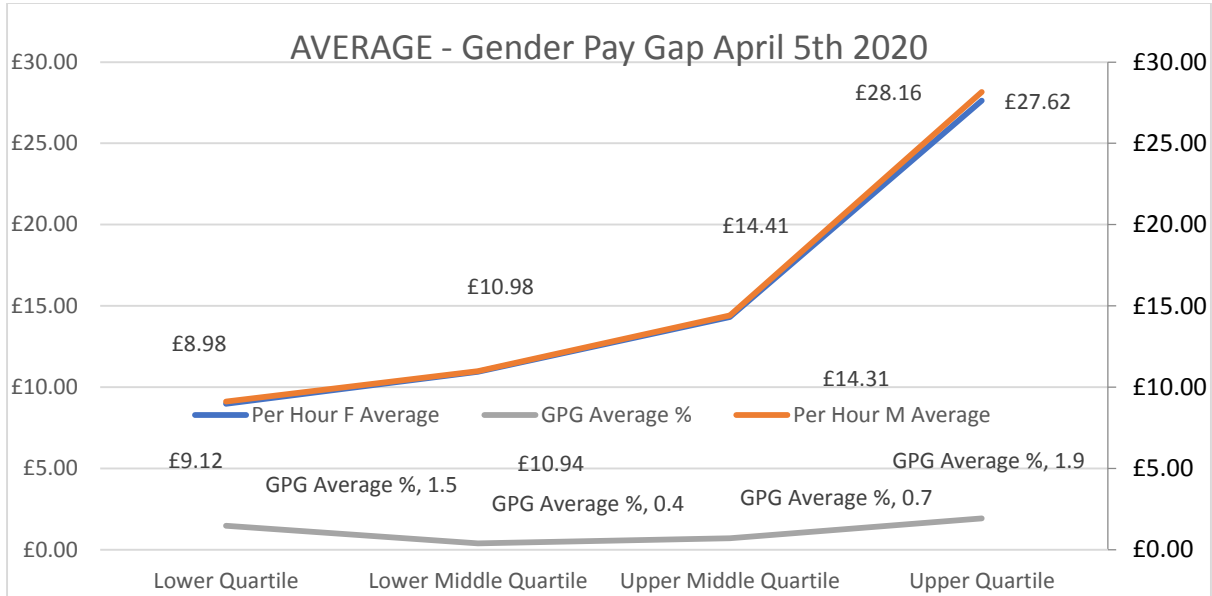
Upper Pay Quarter

22% are men 37
78% are female 128

This means that when using the median, women at St. Elizabeth's are paid - 0.31% less than men. Which means for every £1 a male earns, a woman will earn 99.7p.

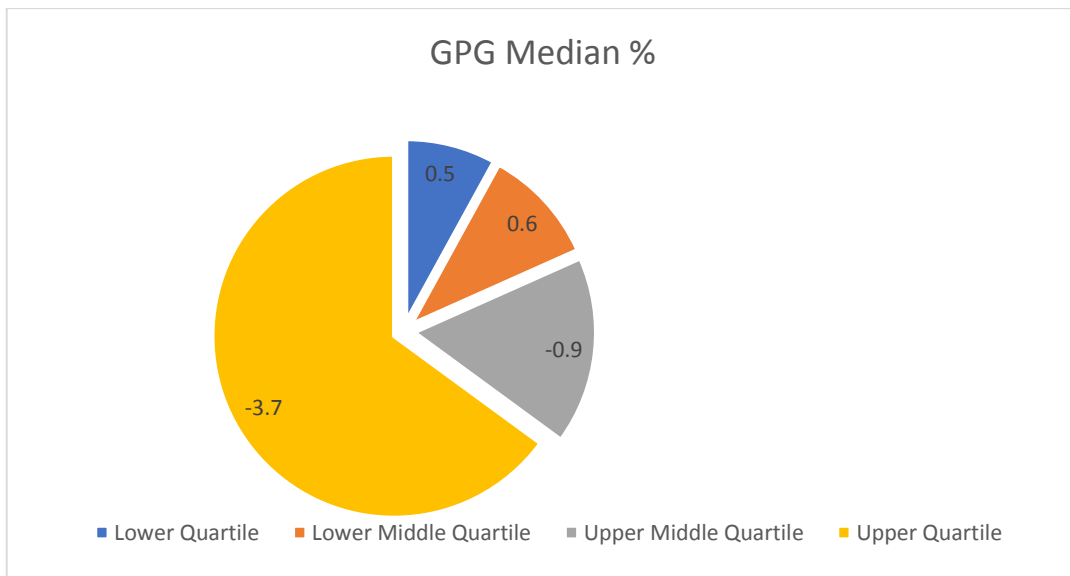


This means that when using the average, women at St. Elizabeth's are paid - 1.56% less than men. Which means for every £1 a male earns, a woman will earn 98.4p.

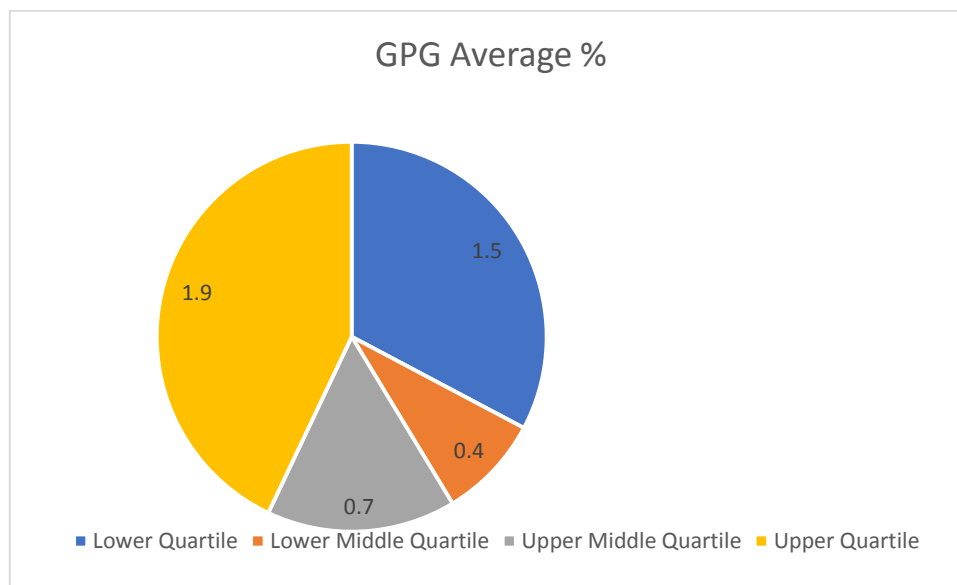


Please note that in 2020 there were no bonus payments made to any employees.

2020 April 5th	Per Hour F Median	Per Hour M Median	GPG Median %
Lower Quartile	£9.14	£9.18	0.5
Lower Middle Quartile	£11.02	£11.09	0.6
Upper Middle Quartile	£14.26	£14.13	-0.9
Upper Quartile	£27.02	£26.06	-3.7



2020 April 5th	Per Hour F Average	Per Hour M Average	GPG Average %
Lower Quartile	£8.98	£9.12	1.5
Lower Middle Quartile	£10.94	£10.98	0.4
Upper Middle Quartile	£14.31	£14.41	0.7
Upper Quartile	£27.62	£28.16	1.9



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

£15.51	Female Average Pay	£15.75	Male Average Pay
£12.10	Female Median Pay	£12.13	Male Median Pay

Of our total employee population 511 or 78% identify as female.

Within each quartile we have a representation of approximately 19% female employees of our entire population and approximately 6% male employees.

This is represented in full by the following data.

Employees actively on payroll (physically working)			% F	% M
Male	145	36	19%	6%
Female	511	127	78%	22%
Total Employees	656	163		

Summary

We saw in 2020 a significant reduction with the number of male employees and this has caused a significant jump in the % of female versus male colleagues. The attraction of male colleagues within our sector(s) (Health, Social Care and Education) this has proved to be a challenge, which has been even more so amplified by the COVID-19 pandemic, which has caused a massive challenge across the entire Social Care landscape.

During 2020 we have seen an increase in pay across both middle upper and upper quartiles for colleagues of both genders however we have also identified that we have seen an overall reduction of average and median pay for female colleagues within the lower two quartiles and an increase for male colleagues. For the 'snapshot' in time for this date we identify this as potentially enhanced payments for unsocial hour working which is exaggerated by the lower numbers of male employees working within direct care and education. The gender pay imbalance remains low and we are not unduly concerned by the difference identified, more so we are pleased to see that the longer-term strategies we implemented post 2018 as continuing to be effective.

Within the type of work, we perform we would expect to see a high number of employees who are female. This is not uncommon within our sector(s). Our gender % ratio imbalance of male to female employees across the quartiles does not cause us any unnecessary concern as this is proving to be common within our sector and we know that the unusual working situation we currently find ourselves within is well and truly outside of the 'norm', however we will look to address the differences within our longer-term recruitment strategic planning.

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 our wide representation of female colleagues within senior roles.

Statement of Accuracy

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



Rachele Gale

Head of Human Resources

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