



Gender Pay Gap Reporting 2021

Introduction

St Elizabeth's Centre is a large faith based large charity situated in Much Hadham, Hertfordshire. For over 118 years our we have been providing support and care for children, young people and adults with learning disabilities and other complex needs often caused or complicated by severe epilepsy and/or autism. During the past century we have continued to significantly expand and grow our services to meet the ever-increasing need for complex care packages which are bespoke to meet the needs of the people that we support.

Our extensive 68-acre site, provides high-quality, individualised care to people of all ages and we provide a school for 5-19-year olds, a College for 18-25-year olds, Registered Children's Home(s) and Care Home / Supported Living with Nursing for Adults. At St. Elizabeth's we provide specialist 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 2021.

Gender Pay Gap %

-8.81% Average Pay

-1.67% Median Pay

A negative percentage figure reveals that overall, colleagues who are men have lower pay than their female colleagues.

St. Elizabeth's has for the purposes of this report 742 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 742 employees overall there are in the:
Lower Pay Quarter

23% are men 43
77% are female 142

Lower Middle Quarter

23% are men 42
77% are female 143

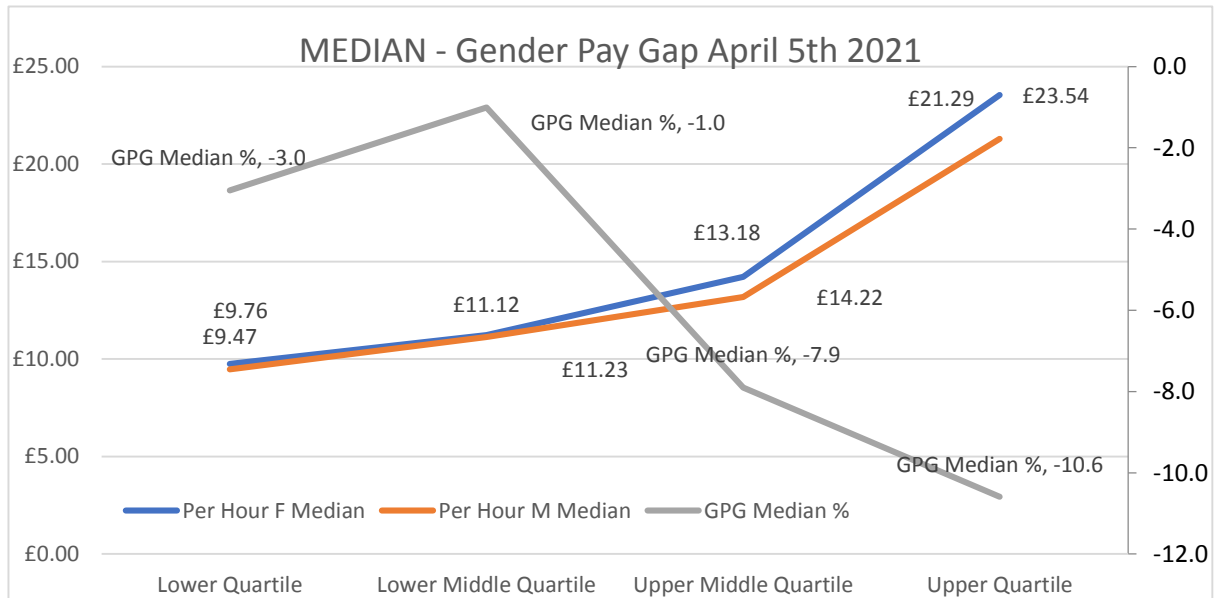
Upper Middle Quarter

24% are men 44
76% are female 142

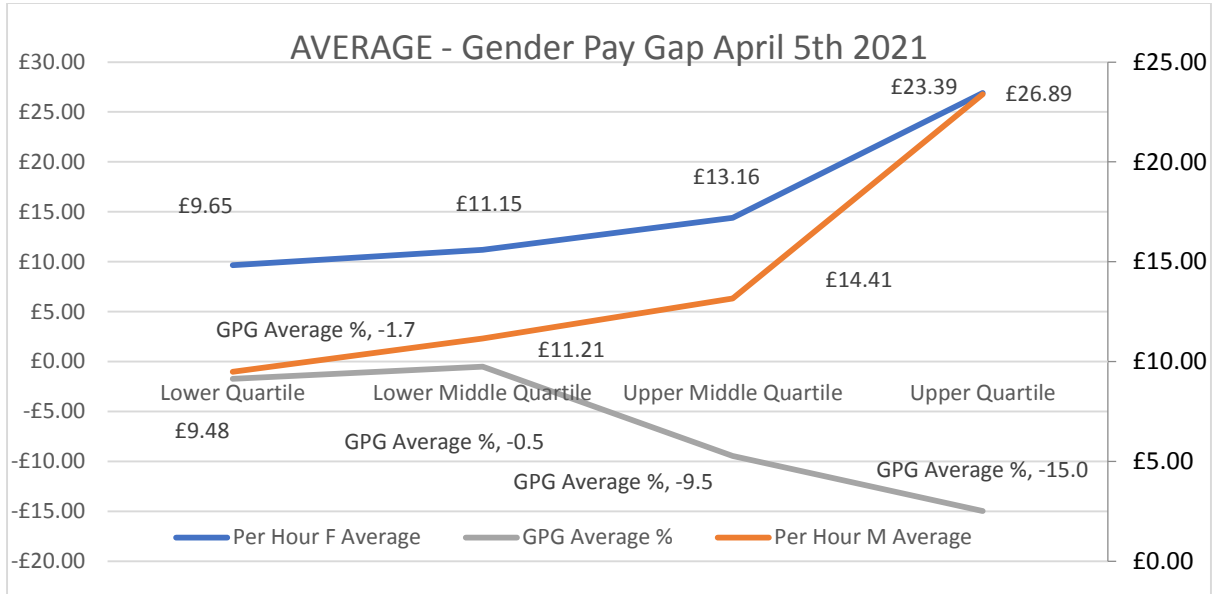
Upper Pay Quarter

17% are men 31
83% are female 155

This means that when using the median, men at St. Elizabeth’s are paid 1.67% less than women. Which means for every £1 a female earns, a man will earn 98p.

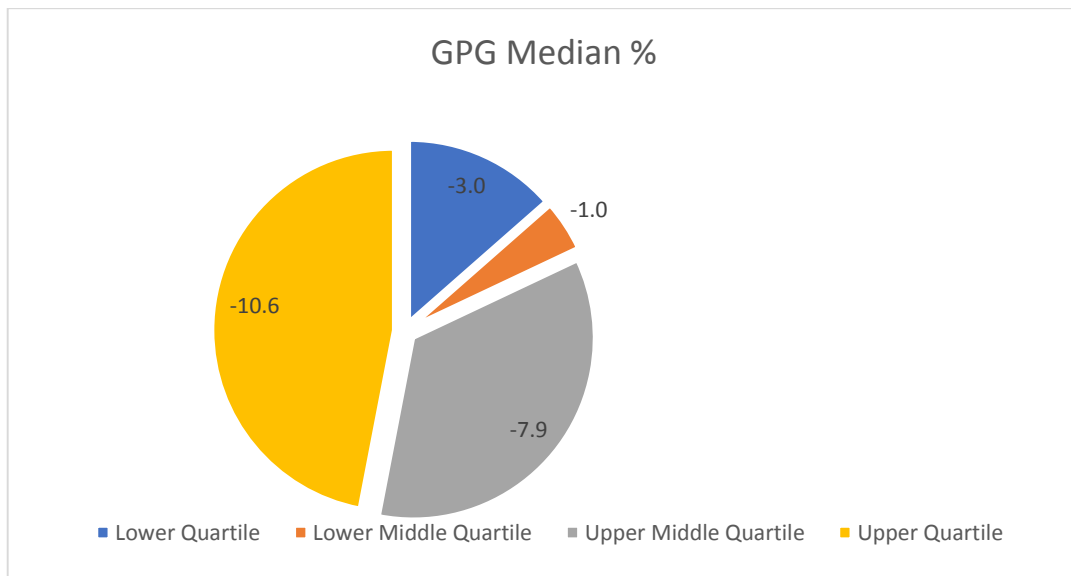


This means that when using the average, men at St. Elizabeth’s are paid 8.81% less than women. Which means for every £1 a female earns, a man will earn 91p.

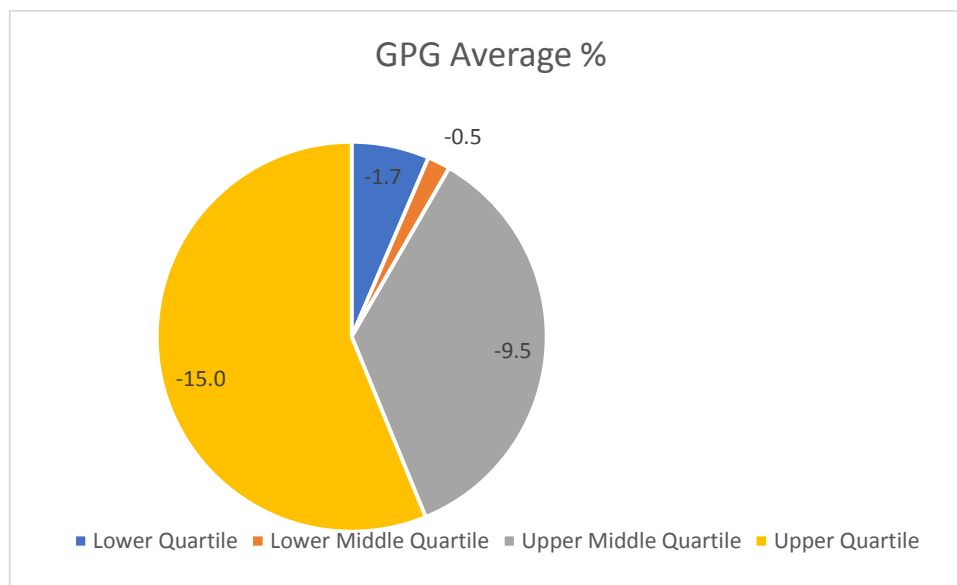


Please note that in 2021 there were no bonus payments made to any employees.

2021 April 5th	Per Hour F Median	Per Hour M Median	GPG Median %
Lower Quartile	£9.76	£9.47	-3.0
Lower Middle Quartile	£11.23	£11.12	-1.0
Upper Middle Quartile	£14.22	£13.18	-7.9
Upper Quartile	£23.54	£21.29	-10.6



2020 April 5th	Per Hour F Average	Per Hour M Average	GPG Average %
Lower Quartile	£9.65	£9.48	-1.7
Lower Middle Quartile	£11.21	£11.15	-0.5
Upper Middle Quartile	£14.41	£13.16	-9.5
Upper Quartile	£26.89	£23.39	-15.0



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

£15.56	Female Average Pay	£14.30	Male Average Pay
£12.21	Female Median Pay	£12.01	Male Median Pay

Of our total employee population 582 or 78.2% identify as female.

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

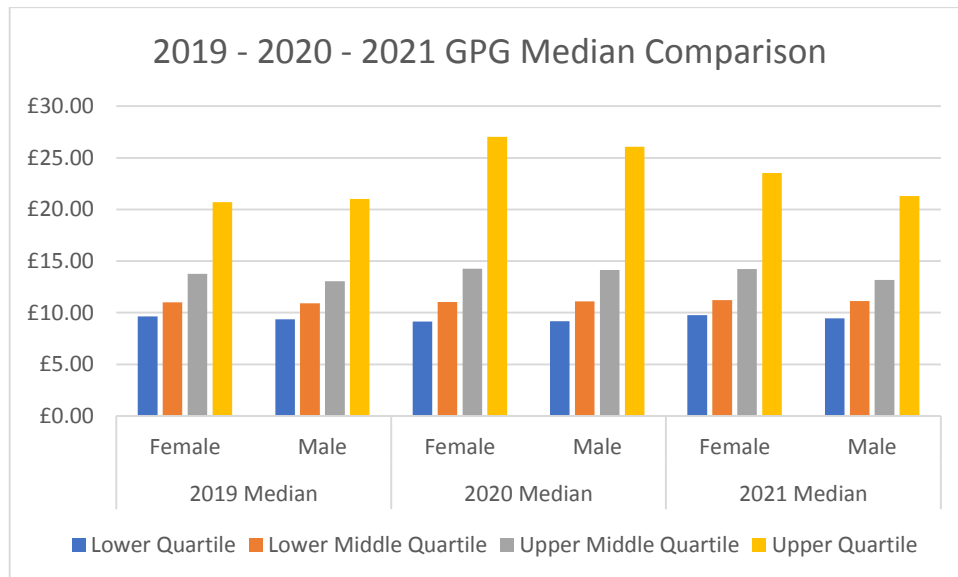
This is represented in full by the following data.

Employees actively on payroll (physically working)			% F	% M
Male	160	40	19.5%	5.4%
Female	582	145	78.2%	21.6%
Total Employees	742	185		

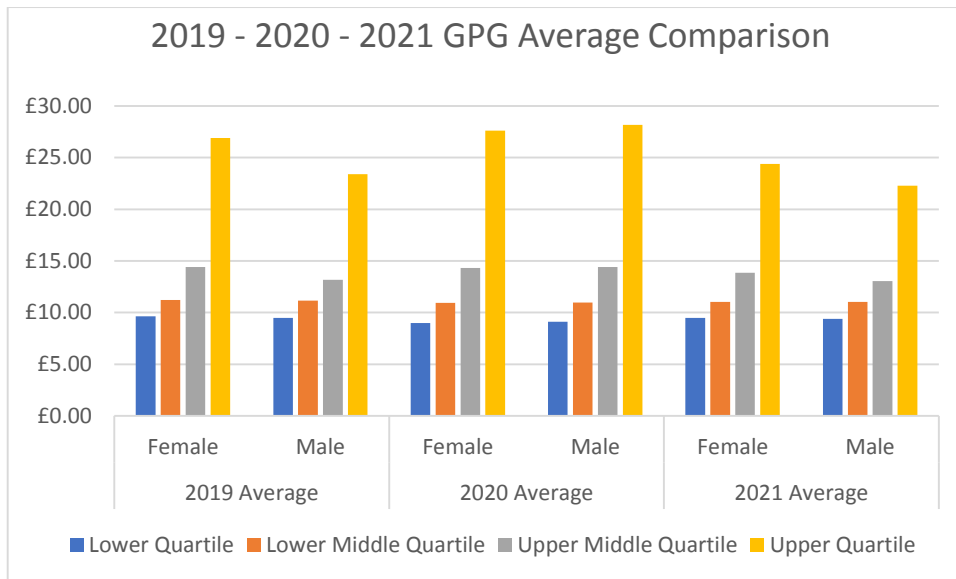
Comparison 2019 vs. 2020 vs. 2021

With 3 sets of clear data to draw upon this Gender Pay Reporting cycle I am able to provide a 3-year comparison.

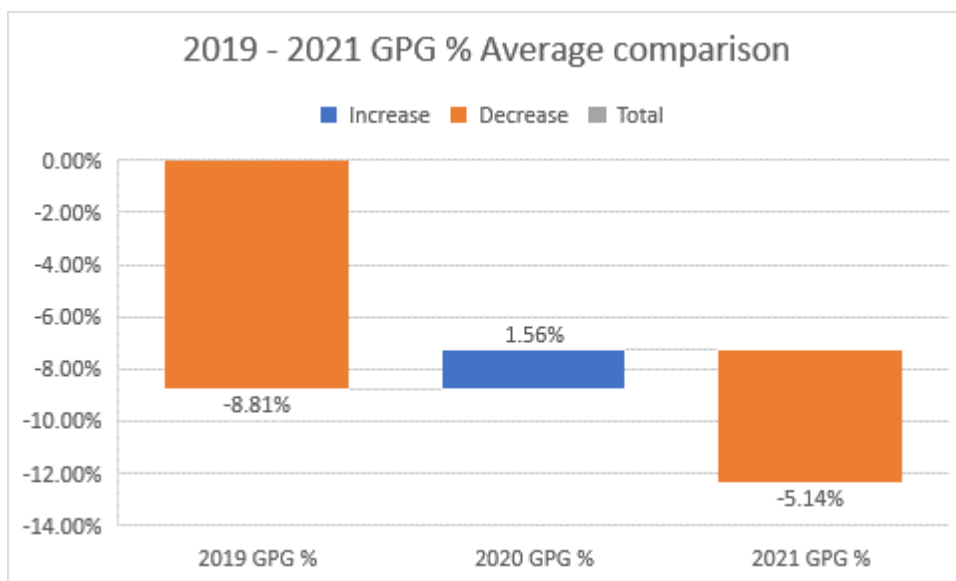
	2019 Median		2020 Median		2021 Median	
	Female	Male	Female	Male	Female	Male
Lower Quartile	£9.64	£9.37	£9.14	£9.18	£9.76	£9.47
Lower Middle Quartile	£11.00	£10.92	£11.02	£11.09	£11.23	£11.12
Upper Middle Quartile	£13.76	£13.04	£14.26	£14.13	£14.22	£13.18
Upper Quartile	£20.72	£21.02	£27.02	£26.06	£23.54	£21.29



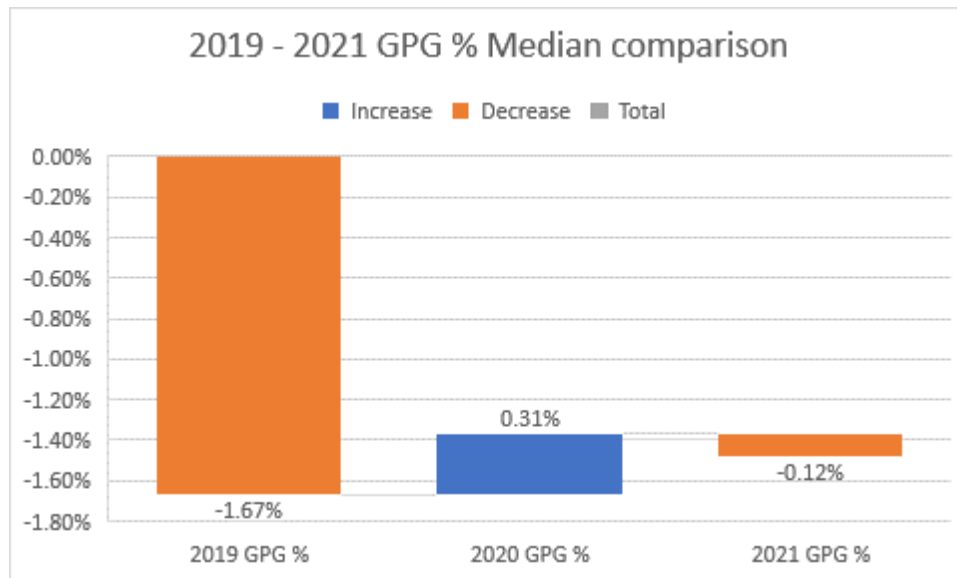
	2019 Average		2020 Average		2021 Average	
	Female	Male	Female	Male	Female	Male
Lower Quartile	£9.65	£9.48	£8.98	£9.12	£9.47	£9.38
Lower Middle Quartile	£11.21	£11.15	£10.94	£10.98	£11.02	£11.03
Upper Middle Quartile	£14.41	£13.16	£14.31	£14.41	£13.86	£13.06
Upper Quartile	£26.89	£23.39	£27.62	£28.16	£24.38	£22.27



	2019 GPG %	2020 GPG %	2021 GPG %
Average	-8.81%	1.56%	-5.14%



	2019 GPG %	2020 GPG %	2021 GPG %
Median	-1.67%	0.31%	-0.12%



Summary

Although 2021 saw a continuation of the pandemic which in its own offered unique challenges, we saw further difficulties with the attraction of employees within what is recognised as a high turnover environment. We witnessed overall an increase in our total employee numbers – returning close to 2019 numbers and an improvement in the number of male employees, however many do not work within direct care or education. Our overall total employee population % remains at approximately 80% female versus 20% male but with more men taking roles within the administrative function of St. Elizabeth's. There have been significant pay and benefits reviews throughout 2021 and this has seen an increase in pay for direct care and education staff which is evidenced by the up swing in pay disparity between male and female colleagues. Our Support Workers are now paid more and with a higher number of female employees working within these roles it has resulted in increases across all 4 quartiles.

Although pay within the upper quartile has dropped in comparison with 2020 we have seen a strengthening of the pay for female employees versus male. There has been a number of changes within the Senior Leadership Team and in 2021 we are led by a female CEO and along with the 3 other female colleagues, women now hold 4 of the 5 leadership positions (executive).

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.

We are proud that the overall vast majority of our Senior Leadership Team (SLT) identify as female and as you would expect most of the SLT's direct reports and middle management are predominately female as well. This is represented within the Upper Middle Quartile with median pay for female colleagues being a little less than 7% more than their male counterparts.

As an organisation we remain firmly committed to gender pay equality.

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 extending to the right.

Rachele Gale

Head of Human Resources

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