St Elizabeths

2025 Gender Pay Gap Report

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Croner

HR • Tax • H&S • Reward

Introduction

Rooted in Christian, gospel values, St Elizabeth’s exists to offer vulnerable people individually designed education, care and support services that maximize their opportunities to “live life to the full”.

Based across 60 acres of beautiful countryside, St Elizabeth's is a charity supporting children, young people and adult day clients with epilepsy and other complex medical conditions, the severity of which impacts upon their health, social, behaviour, learning and emotional development.

Over the past 120 years, St Elizabeth's has grown and developed to comprise a non-maintained Specialist School for both boarders and day students, a specialist Further Education College domiciliary care for College learners, Supported Living both onsite and in the local community, a comprehensive Day Opportunities program for adult day clients and 24 hour health provision provided by specialist nurses and therapists.

The charity was previously one of the charitable works of the Congregation of the Daughters of the Cross of Liège (“the Congregation”), a Catholic religious congregation, founded in 1833 in Liège, Belgium. On 1st October 2018, St Elizabeth's Centre became a charity in its own right, continuing the wonderful work established by the Daughters of the Cross of Liège over 120 years ago.

Report Methodology

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities and this means that there should be involvement and support from managers within the organisation to deliver necessary changes.

Croner Reward's proprietary tool is designed to rigorously test the fairness of an organisation's pay system through a variety of different tasks by analysing the required cross-sections of your organisation.

These include probing the pay differences between males and females for hourly pay and bonuses.

The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in bonus payments
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly pay quartile.

In our conclusions you will find:

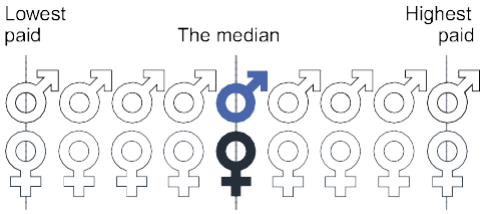
- An illustration of any gaps or risks that exist
- Access to telephone advice and support

Report Methodology

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for full pay employees across the entire business which includes many different roles that bring a variety of rates of pay.

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.



How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Bonus Payment Calculations

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.

Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we also show the percentage of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

What's Included in our Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from **April 5th 2024**, including ordinary pay and bonus pay.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for allowances, full pay for leave (including sick, maternity, paternity, adoption) and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/ termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.

Analysis of Results

In Summary

- The hourly pay calculations are based on **422 full pay employees**. The split is **109 males** and **313 females.**
- No bonus' were awarded in the snapshot period.
- The **mean** hourly full pay gap is **-3.80%** in favour of the **female** workforce; and the **median** hourly full pay gap is **0.04%** in favour of the **female** workforce.

Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	**15.28**	**12.92**
Female	**15.43**	**12.92**
Male	**14.86**	**12.91**
Pay Gap	**-3.80%**	**-0.04%**

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	68%	74%	79%	76%
Male	32%	26%	21%	24%

Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	**N/A**	**N/A**	**N/A**	**N/A**
Male	**N/A**	**N/A**	**N/A**	**N/A**
Pay Gap				

How Can Croner Help?

Croner is a leading provider and pioneer of support for HR & employment law, health & safety and pay & benefits. We have a team of experts who can advise you on what steps you can take next, in light of the findings of this report.

As a part of this report, Croner provide you with free access to HR & employment law advice service to discuss any exposure/ risks you may have as a result of this report.

Our advisory team can be reached on: **0844 728 0037.**

Additional Reward Services

Croner Reward has supplied organisations of all sizes with remuneration statistics and advice for over 45 years and is now widely recognised as one of the leading providers of pay and benefits data in the UK.

Through collection of the UK's widest range of salary information, Croner Reward has developed one of the largest pay databases in the country and provides pay statistics to an extensive variety of UK and international organisations as well as Government Departments, several national and specialist publications and a number of leading professional institutes.

Other services include:

- Salary Benchmarking
- Pay & Grading Consultancy
- Bespoke Surveys
- Market Rate Reports
- Job Evaluation & SalarySearch Online

What Should You Do Next?

Ahead of making this information publicly accessible on your Company website by April 4th, you may wish to consider a formal review of your pay structure; or at the very least an organisation or departmental salary benchmarking exercise to help examine any weaknesses that exist and support the written statement. This is something which Croner can assist with.

If you have any questions or require further information regarding our additional services, please call us on **0844 728 0103.**

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