



Overview of Trust and the Gender Pay Gap

The Orders of St John Care Trust (OSJCT) is a not-for-profit charitable Trust currently employing approximately 4800 employees (including operational support) across 70 homes and 14 Extra Care Housing schemes across Lincolnshire, Oxfordshire, Gloucestershire, Wiltshire, West Sussex and Suffolk.

OSJCT delivers high quality dedicated person-centred care for the elderly including dementia, intermediate, respite, day care, and specialised nursing assisting more than 3,500 residents. The quality of its service has been accredited by the National Care Forum, through its "Quality First" framework.

Under the current legislation, employers with over 250 employees are required to publish data regarding the pay gap between male and female employees by the 4th of April each year. The gender pay gap is the difference in average pay between men and women in a workforce.

This report represents The Orders of St John Care Trust Gender Pay Gap as at **5 April 2018**.

Gender Pay Gap Report 2018

11.9%

OSJCT Mean
(2017: ↑2.9%)

17.3%

National avg. Mean



0.1%

OSJCT Median
(2017: ↑1%)

17.9%

National avg. Median



Gender Pay Gap Figures

The key reportable figures of the Trust for the Gender Pay Gap are as follows:

i. Mean

Our findings show that there has been a minor increase in the mean gender pay gap from 9% (2017) to 11.9% (2018). However, this value is still significantly lower than the national average of **17.3%** (2017) (Office for National Statistics–ONS).

ii. Median

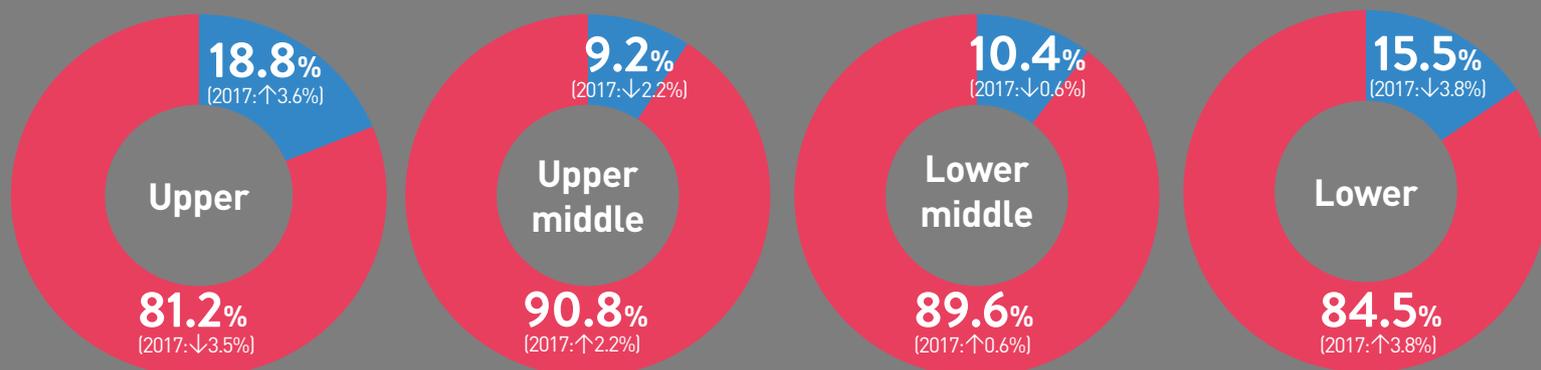
The national average median gender pay gap is **17.9%** (2018) (ONS Annual Survey of Hours and Earnings) and at the Trust it is substantially lower at 0.1%.

The median has been described as the best measure of the gender pay gap, as it is the median pay of the 'typical employee' compared to the mean which can include a diverse range of high and low percentiles and therefore not giving an accurate representation.

iii. Employee Pay by Quartile



Whilst the overall gender split between males and females has stayed about the same, we have seen an increase in males in the upper quartile and a decrease in the lower quartile.



iv. Bonus Pay

The Trust does not pay bonuses.

Understanding our Gender Pay Gap

Overall, there are two primary factors that have caused the mean hourly pay gap to increase. The first factor is the effect that the labour turnover has had on the gender pay gap. This factor is significant because when you compare the pay of those that have left to those that have joined, the pay level is higher.

Secondly, the mean rate of pay for those employees that were working for us in both April 2017 and April 2018 has increased by 2.25% overall however the male rate of pay has increased at a slightly higher rate.

Our workforce is made up of significantly more female employees (86.5%) than male employees (13.5%) and the lower paid roles are predominantly undertaken by females. That being said, whilst most of our male employees (76%) are based within the Homes, working in lower paid roles, the majority of the remaining males that work in office-based roles are employed in leadership, supervisory and professional roles. However, we are encouraged by the fact that we have considerable female presence at the senior level of the organisation, with 66% of the Executive team and 58% of the Senior Leadership team being female.

Actions

- We will continue to seek to improve the gender balance within the Homes by promoting careers working in care within the Trust and making this career a more attractive option for males
- We will strive to improve the gender balance at all levels within office-based roles and across all office functions through offering development and training opportunities
- We are seeking to reduce our labour turnover and improve our retention across the Trust, which is a key focus area in the coming year

Conclusion

The ethos of the Trust is based on a strong set of core values ensuring fairness across the board. We hold an active equal opportunities policy from recruitment and selection, through training, development, appraisal, promotion, retirement and the well-being of all employees. No person will be treated less favourably than another person involved with the Trust, in line with the nine protected characteristics in the Equality Act 2010.

We also equally support the fair treatment and reward of all employees irrespective of gender. This includes standard rates of pay for home-based roles and a structured approach to job evaluation and benchmarking for all roles in the Trust. We are therefore confident that men and women are paid equally for doing equivalent jobs across the Trust.

Although we are encouraged that our gender pay gap compares favourably nationally to other organisations, we are fully committed to improving our gender pay gap. We have therefore identified the areas which have contributed to our gender pay gap and the actions we will endeavour to take to start to improve this.

Declaration

We confirm that the information and data reported are accurate.

Dan Hayes
Chief Executive

Tracey Wardle
Finance and IT Director

