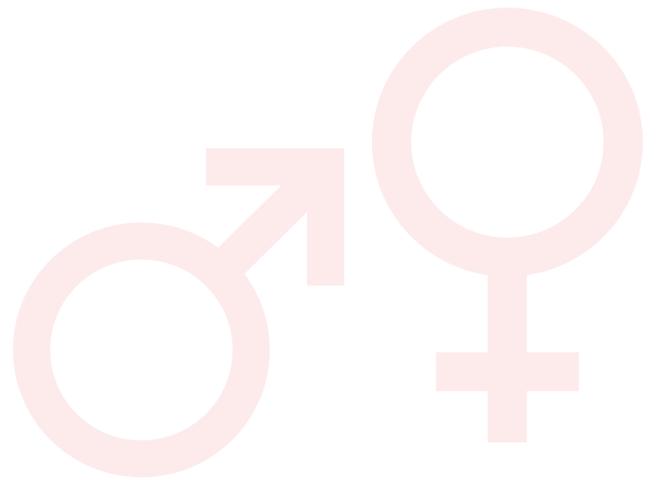


The Orders of St John Care Trust Gender Pay Gap

Report 2017



Overview

By April 2018, under new legislation, employers with over 250 employees are required to publish data regarding the pay gap between male and female employees using their April 2017 pay data.

The gender pay gap is the difference in average pay between men and women in a workforce.

The gender pay gap is different to 'Equal Pay.' Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

This report represents The Orders of St John Care Trust (OSJCT's) Gender Pay Gap as at **5 April 2017**.

**Gender
pay gap: The
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Calculations

A Reward Management Consultancy called Paydata assisted us in calculating and analysing our data. We can confirm that our calculations followed the legislative requirements.

Mean Gender Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men within an organisation. This calculation therefore takes into account all pay rates from lower quartile to upper quartile and takes an average from this. The mean may therefore be distorted by any high or low pay rates.

In comparison to the mean national average of 17.3% (source: Office of National Statistics 2017), OSJCT's mean gender pay gap is much lower. We do however recognise that there is room for improvement and we are therefore fully committed to understanding the reason for the gap, with the aim of reducing this further.

9%

OSJCT mean gender pay gap. In comparison, the national average is 17.3%.

Median Gender Pay Gap

The median gender pay gap represents the middle point of the population, i.e. the mid-point of all the pay rates if they were lined up from the lowest to the highest. The median is therefore based on what the 'typical' pay rate is and is not distorted by high and low pay rates.

The median national average is 18.4% (source: Office of National Statistics 2017) and indicates that on average 18.4% of women earn less than men. The Trust's median hourly pay gap is therefore significantly lower and in fact favours women ever so slightly.

We are therefore confident that there is no concern over equal pay or our gender pay gap for hourly paid employees, because pay for females and males in these roles is the same as they are fixed hourly rates.

-0.1%

OSJCT median gender pay gap. In comparison, the national average is 18.4%.

Gender Profile

OSJCT's workforce is made up of 85.69% female and 14.31% male employees. These percentages reflect the nature of the care sector.

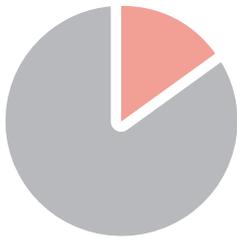
♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀
85.69% female ♂ ♂
14.31% male

Bonus Pay

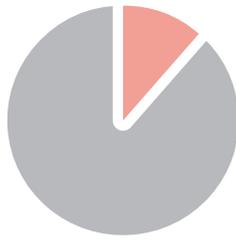
OSJCT does not pay bonuses.

Employees by Pay Quartile

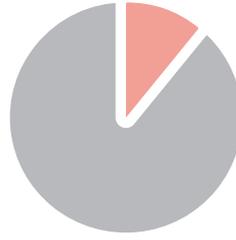
Quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups, with the percentage of men and women in each quartile.



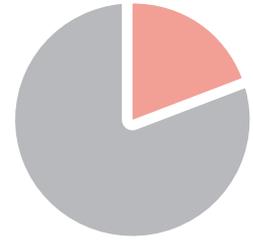
Upper Quartile
Male: 15.2%
Female: 84.8%



Upper Middle Quartile
Male: 11.4%
Female: 88.6%



Lower Middle Quartile
Male: 11%
Female: 89%



Lower Quartile
Male: 19.3%
Female: 80.7%

Our Commitment to Reducing the Gender Pay Gap

We are committed to an active equal opportunities policy from recruitment and selection, through training, development, appraisal and promotion to retirement for all employees. This means that no person will be treated less favourably than another person involved with the Trust because of any of the nine protected characteristics in the Equality Act 2010.

This is demonstrated by our latest employee engagement survey, in 2017, conducted by AON Hewitt, with the Trust scoring 82% for Diversity and Inclusion. This is 13 points higher than the UK average.

Equally, we support the fair treatment and reward of all employees irrespective of gender. This includes standard rates of pay for home-based roles (in each region) and a structured approach to job evaluation, following the introduction of a job evaluation scheme in 2016/2017.

Although our gender pay gap compares favourably with that of organisations across the UK economy, we are committed to trying to reduce the mean gender pay gap further and we are therefore in the process of carrying out detailed analysis.

Declaration

We confirm that the information and data reported are accurate.



Dan Hayes
Chief Executive



Tracey Wardle
Finance and IT Director