



The Orders of  
**St John**  
Care Trust

# Gender Pay Gap

## Report 2020

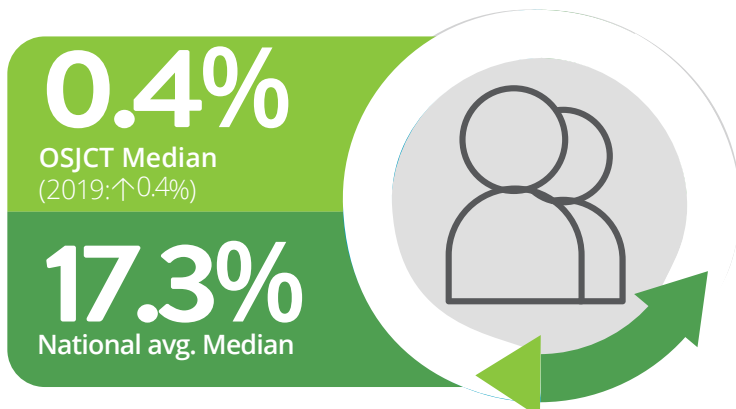
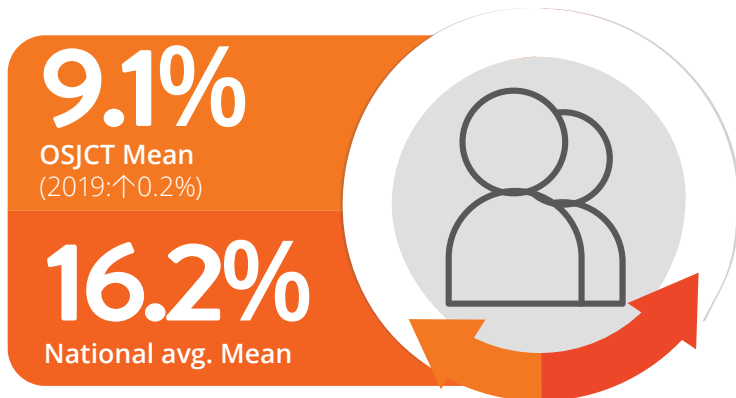
## Overview of Trust and the Gender Pay Gap

The Orders of St John Care Trust (OSJCT) is a not-for-profit charitable Trust currently employing approximately 4800 employees (including operational support) across 66 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 3,000 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 2020**.



## 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 an increase in the mean gender pay gap from **8.9%** (2019) to **9.1%** (2020), in comparison to the national average of **16.2%** (2020) (Gender Pay Gap Government Website)

### ii. Median

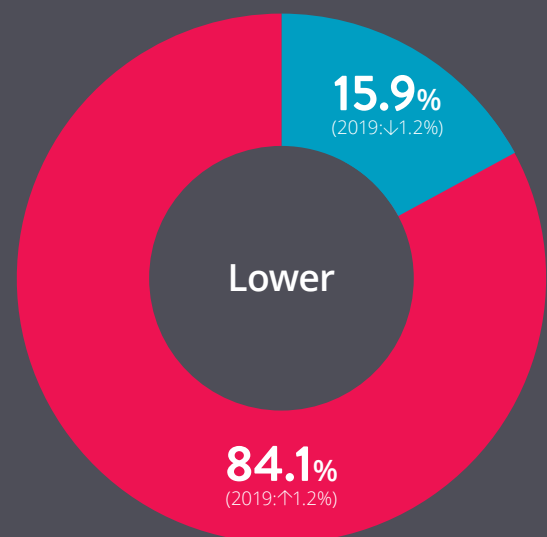
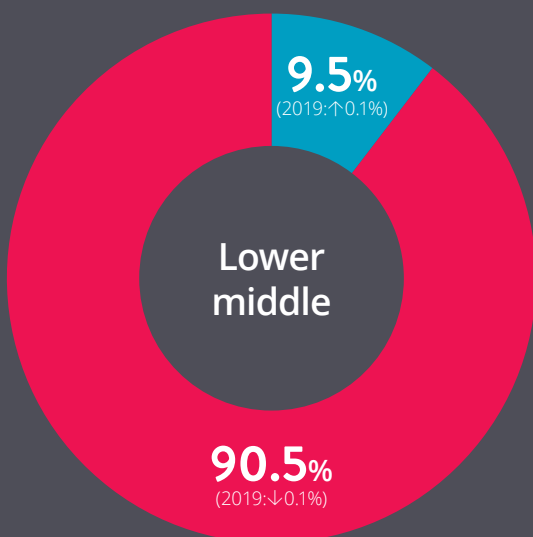
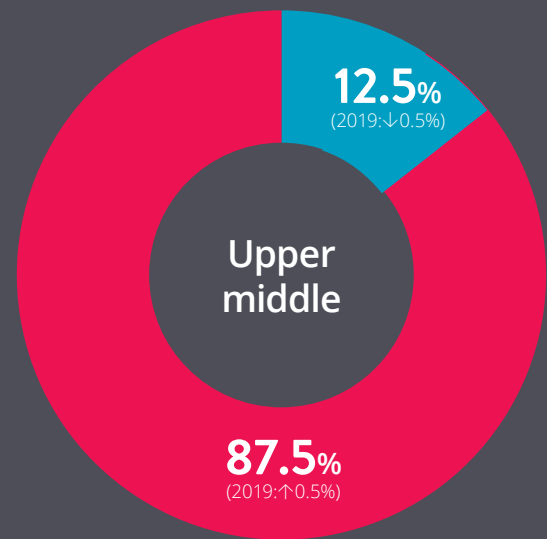
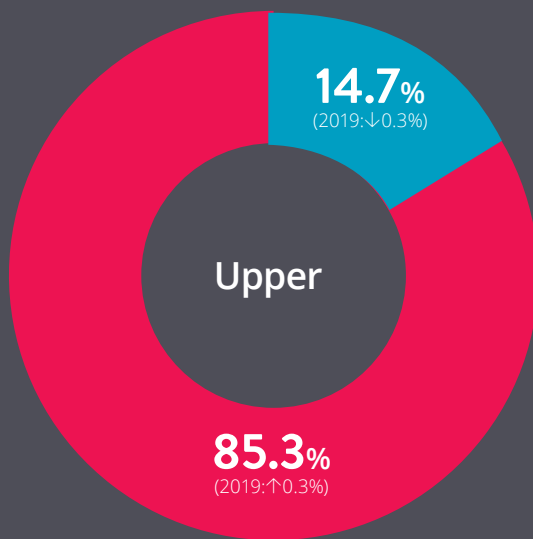
The national average median gender pay gap is **17.3%** (2020) (Gender Pay Report Government Website) and at the Trust it is substantially lower at **0.4%**.

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 a decrease in males in the upper quartile and increase in the lower quartile.



### iv. Bonus Pay

The Trust have not reported on the BPG previously as no roles were eligible for bonus/commission. This is therefore a new return for the Trust this year, having introduced the Sales Executive role, which has the potential to attract commission for achieving above a target.

As at the 5 April 2020 there were 5 Sales Executives employed by the Trust, 2 of which were male and 3 were females. The proportion of male employees in the Trust receiving commission was 0.2% and 0.1% of female employees.

The mean BPG for the Trust is -100.0%. This is based on the following:

- + A mean annual male bonus of £500.00
- + A mean annual female bonus of £1000.00
- + Or an absolute difference of -£500.00

It is important to note that the bonus amount is the same regardless of gender, but the gap is driven by the overall performance within a 12 month period and will therefore be variable year on year.

# Understanding our Gender Pay Gap

Even though 2020 has seen a minor increase compared to 2019, the Trust's Gender Pay Gap (GPG) continues to be significantly narrower than the mean national average of 16.2%. The mean national average has broadened by 2% since 2019 compared to 0.2% for the Trust.

We have good representation at the senior level of the Trust, but the overall distribution is slightly skewed.

Our workforce continues to be made up of significantly more female employees (86.8%) than male employees (13.2%), which is typical of the sector. We continue to have good representation of females within senior roles, but there is a higher proportion of females within the upper middle and lower middle quartiles. When comparing to the distribution of our male population, whilst there is a high proportion of male employees in the lower quartile, working in lower paid roles, there is also a high proportion in the upper quartile. As a result, the overall distribution is skewed, which is broadening our GPG.

In relation to the Gender Bonus Gap (GBP), this is new for the Trust this year, having introduced a role which had the potential to attract a bonus for achieving above a target (0.3% of the population eligible). The bonus amount is the same regardless of gender, but the gap is driven by the overall performance within a 12 month period and will therefore be variable year on year.

## Actions

- + We are continuing to seek opportunities to improve the gender balance within the Homes by promoting careers working in care, focusing on attracting more males within the Trust
- + We will investigate the broad office job bands to ensure that we are paying fairly and consistently across support functions within the Trust whilst also considering the external market
- + Whilst our turnover is typically in line with the Care sector, we are working on retention overall and particularly within the first 12 months of employment

## Conclusion

The ethos of the Trust is based on a strong set of core values ensuring fairness across the board. We have 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 further improve this.

## Declaration

We confirm that the information and data reported are accurate.



Dan Hayes  
Chief Executive



Tracey Wardle  
Finance and IT Director

