

Gender Pay Gap

Report 2023/24

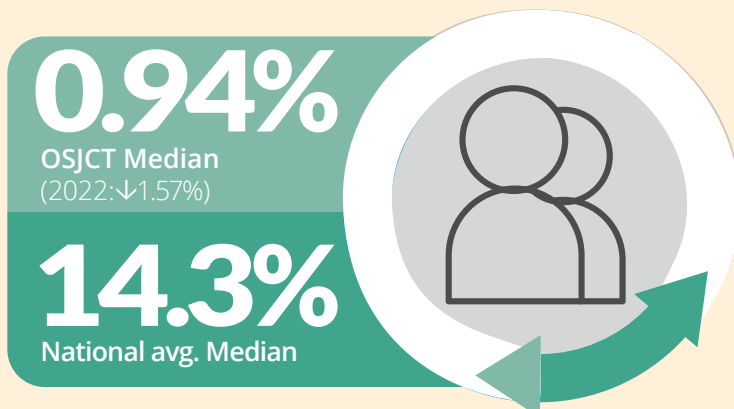
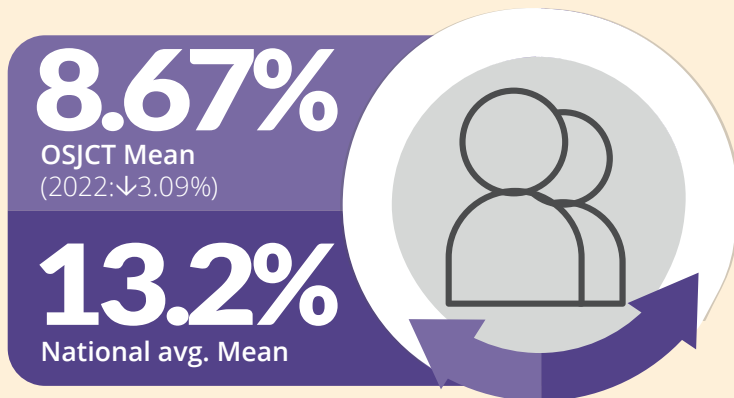
Overview of Trust and the Gender Pay Gap

The Orders of St John Care Trust (OSJCT) is a not-for-profit charitable Trust currently employing approximately 3,500 employees (including operational support) across 70 homes and 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 and service users. 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 2023**.



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 decrease in the mean gender pay gap from **11.76%** (2022) to **8.67%** (2023), in comparison to the national average of **13.2%** (Office of National Statistics, 2023).

ii. Median

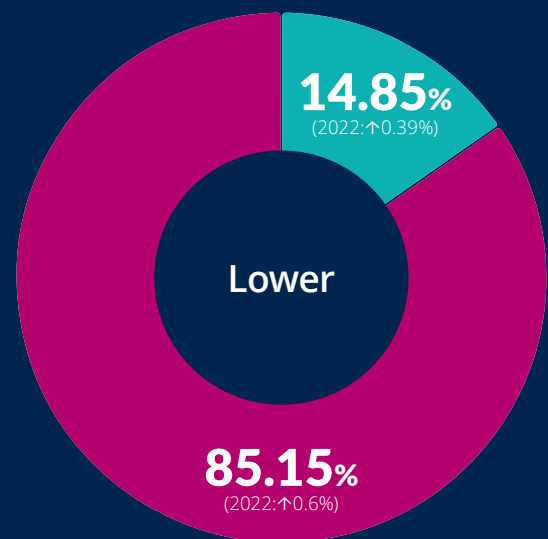
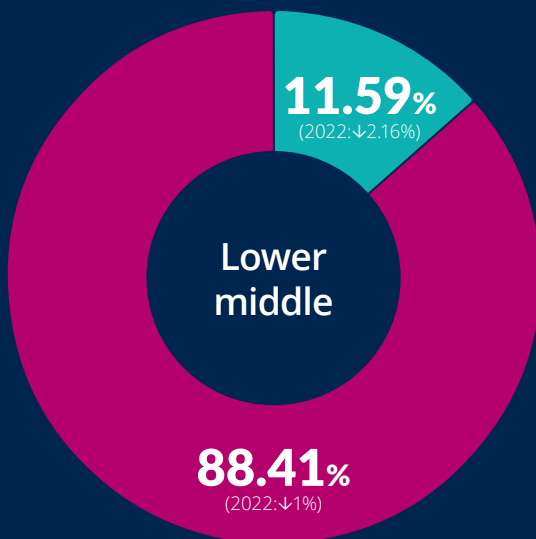
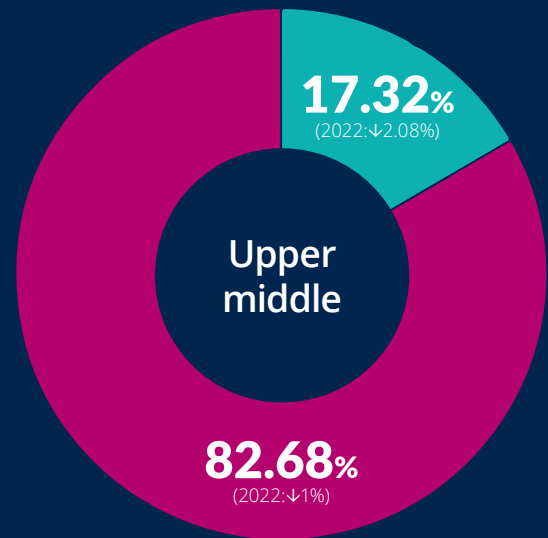
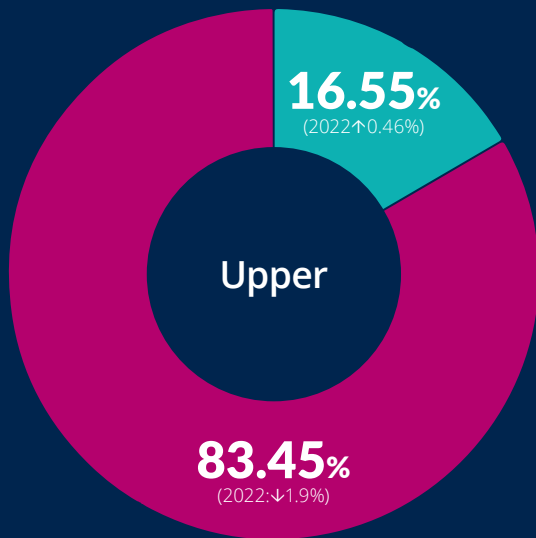
The national average median gender pay gap is **14.3%** (Office of National Statistics, 2023) and at the Trust it is substantially lower at **0.94%**.

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



The distribution of females has remained largely the same, with a slight increase of females within the Upper Quartile, we have also seen more women within the Lower Quartile this year, compared to last year. We have seen an increase in the distribution of men within the Lower Middle and Upper Middle quartiles.



iv. Bonus Pay

In the last few years, the Trust has introduced the Home Manager Incentive Scheme, awarding Home Managers an annual payment based on specified targets. We also have a small number of sales executives within the Trust who receive commission for achieving above target. The commission amount is the same regardless of gender, the incentive payments are based on individual home targets, regardless of gender too. However, the gap is driven by the overall performance within a 12-month period and will therefore be variable year on year.

The mean BPG for the Trust is 14.1%. This is based on the following:

- + A mean annual male bonus of: £2,687.50
- + A mean annual female bonus of: £2,308.62
- + Or an absolute difference of £378.88

Understanding our Gender Pay Gap

The Trust has successfully narrowed the pay gaps, and we continue to be significantly lower than the mean national average of 14.3%.

Our workforce continues to be made up of significantly more female employees (85%) than male employees (15%), which is typical of the sector. We continue to have a good representation of females within senior roles, and have improved representation within the Upper Quartile, although there is also an increase within the Lower Quartile too. Our male population has seen an increase in the Upper Middle and Lower Middle Quartiles. As a result, our pay gap has narrowed year on year.

Actions

- + We are prioritising the development of a formal Pay and Reward Policy Framework
- + We will continue to support succession planning through our I3 Leaders Programme
- + Continue to improve recruitment of males within care based roles

Conclusion

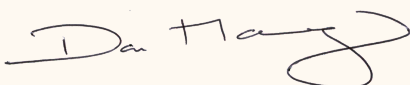
The ethos of the Trust is based on a strong set of core values ensuring fairness across the board. We have an active equal opportunities policy from recruitment and selection, through training, development, appraisal, promotion, retirement, and the well-being of all employees. No person will be treated 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
Chief Financial Officer

