



The Orders of
St John
Care Trust

Gender Pay Gap

Report 2019

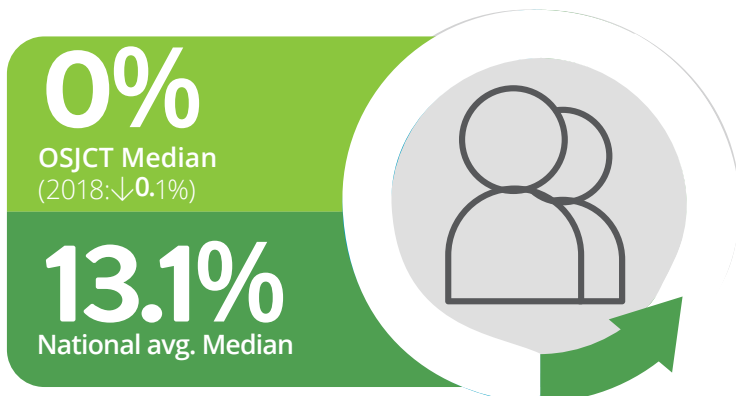
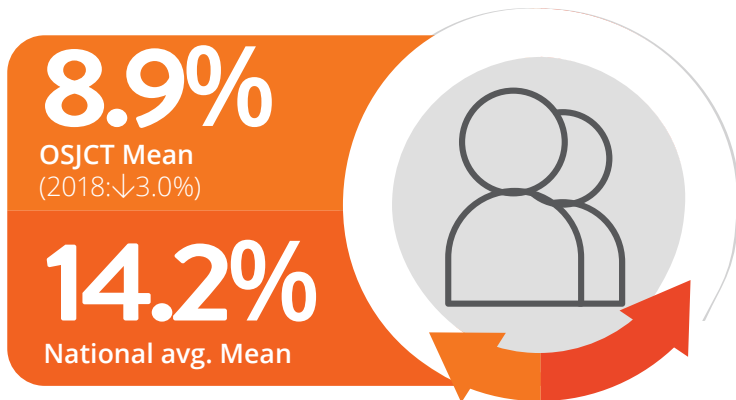
Overview of Trust and the Gender Pay Gap

The Orders of St John Care Trust (OSJCT) is a not-for-profit charitable Trust currently employing approximately 4500 employees (including operational support) across 68 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 2019**.



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 **11.9%** (2018) to **8.9%** (2019), in comparison to the national average of **14.2%** (2019) (Gender Pay Gap Government Website)

ii. Median

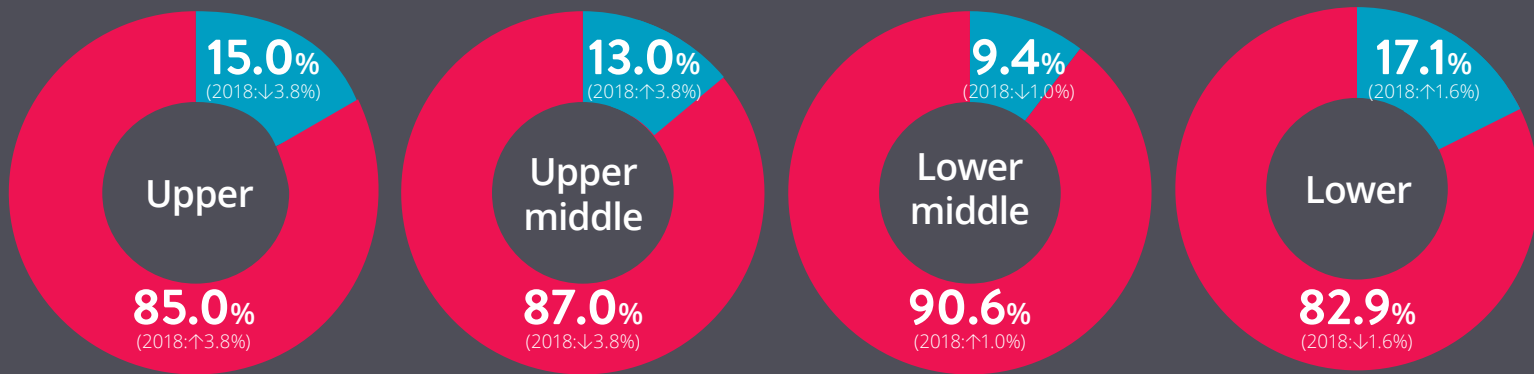
The national average median gender pay gap is **13.1%** (2019) (Gender Pay Report Government Website) and at the Trust it is substantially lower at **0%**.

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 does not pay bonuses.

Understanding our Gender Pay Gap

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For OSJCT, the 2019 pay gap is 8.9% which means women working for OSJCT earned 8.9% less than men per hour.

It is reassuring to note that after a small increase last year, the average pay gap on an hourly basis between men and women at the Trust has reduced once more to 8.9%. This compares to a national average of 14.2%.

The biggest factor in this improvement has been an increase in the average (mean*) hourly rate for women from £9.21 to £9.88 per hour whilst the rate for men went from £10.45 to £10.84.

Whilst it is comforting to note that overall we have a much smaller problem than that of wider UK industry, we should still be concerned that there are more men in higher paid positions than women.

The Trust employs an overwhelming majority of women, we should therefore aim to be an exemplar in the area.

Actions

- + We are continuing 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. The planned work to define our Brand and Employee Value Proposition should aid help us to develop more targeted messages
- + We are striving to improve the gender balance at all levels within office-based roles and across all office functions through offering development and training opportunities
- + 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. As part of this we are piloting a new on-boarding approach to help support new employees in their first few months and to aid retention within that period.

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 has reduced and 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

