



Where the person matters

St Joseph's Services Gender Pay Gap Report 2021

All large UK companies employing 250 people or more are required to report on their gender pay gap. St Joseph's is an Equal Pay Employer, all people, regardless of gender, are paid the same rate for the same role. This fits in with the ethos and the values of St Joseph's. We also believe that fostering a culture of inclusion is imperative for our service and for the diverse needs of the people we support.

This is our report for the snapshot date of 5 April 2021:

Mean gender pay gap	10.28%
Median gender pay gap	10.70%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:

Band	Males	Females
Lower quartile*	14.55%	85.45%
Lower middle quartile	9.09%	90.91%
Upper middle quartile	17.86%	82.14%
Upper quartile	14.55%	85.45%

*Quartiles are based on hourly pay rates

Our Statement

Our Payroll numbers at this date were 236 employees, but we have excluded 15 employees, as they did not meet the reporting criteria. As we are below 250 employee's a report for this year was not due under legislation, but for continuity and clarity, it was decided that we would report as normal. Due to the sector (Care) in which St Joseph's Services operates, women make up 85.97% of our total workforce of 221 relevant employees (190 female and 31 male). They also, for the same reasons,

make up 85.71% of our managers. Further analysis of our data, therefore, shows no underlying reasons or concerns that there is a high representation of women in the lower, and lower middle quartiles as this is consistent with our overall 'mix'. The representation of women in the upper quartile is proportionately a little lower than their representation in the workforce as a whole is mainly to the fact that of 31 male employees, 3 of these hold managerial positions, 2 at the highest paid level of employment.

This also accounts for the 10.28% mean pay gap and the 10.70% median gap.

Women make up 77.78% of our Senior Leadership Team, and 85.97% of our wider leadership team encompassing people up to Chief Executive level.

We have seen a reduction in the difference between both the Mean gender pay gap at 10.28% (2020, 11.92%) and the Median gender pay gap at 10.70% (2020, 13.16%). The Gender Pay Gap according to Office for National Statistics for all employees in 2021 was 15.4%.

We are, however, committed to the ongoing reduction of this gap by means of a robust, proactive commitment to diversity and inclusion. Some of the things we do to ensure equality and diversity in the workplace are:

- A rigorous approach to ensuring that all appointments and internal promotions are made solely on the basis of merit demonstrated against objective and non-discriminatory criteria.
- An annual appraisal, supervision and development scheme which supports all individuals to achieve their potential and aspirations.
- Comprehensive learning and development provision, including workshops, to develop confidence in seeking promotion.
- A simple, fair and transparent pay system based on non-discriminatory factors; staff are remunerated according to bench marking carried out by an independent consultancy firm.
- A wide range of flexible working options to enable our employees to effectively manage their work/life balance.

Although the results of our gender pay gap analysis are below the ONS findings, we will not become complacent, but will keep our own performance in this area under on-going review and seek to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion.

I confirm that St Joseph's Services is committed to the principle of gender pay equality, has prepared its 2021 gender pay gap results in line with mandatory requirements, and that the information in this statement is accurate.

Robert Jahoda
Chief Executive Officer
March 2022