



Gender Pay Gap Reporting for 2018

Issued March 2019

Introduction

Strode Park Foundation is a Kent based charity providing inspirational care and support services to people with disabilities. Our overall aim is to enable people to achieve their goals and aspirations and live life the way they choose. Our experience of caring extends back to 1946 when the charity was first established. Over the years we have developed and expanded our range of services to be able to meet all levels of need from those requiring a small amount of homecare and support to people with more complex disabilities requiring neuro-rehabilitation or 24 hour nursing care. We aspire to be a truly inclusive organisation where all our staff are valued no matter who they are or what their background. We know that our staff are our greatest asset and without them we would not be able to provide vital services to those who depend on us.

Publishing our gender pay gap data on an annual basis will help us see if action is required. We are fully committed to addressing any issues as a result of our report and are confident that men and women are paid equally for the jobs they do and that the pay gap is related to people carrying out different roles.

The Mean Gender Pay Gap at Strode Park is **3.2%** in favour of men, based on an average hourly rate for men and women. The UK Mean Gender Pay Gap is 13.7% and for the Health & Social Work Sector is 23.1%, both in favour of men.

The Median Gender Pay Gap at Strode Park is **0.7%** in favour of Females. The UK Median Pay Gap is 8.6% and for the Health & Social Work Sector is 14.6%, both in favour of men¹.



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.



Paul Montgomery, Chief Executive



Declaration

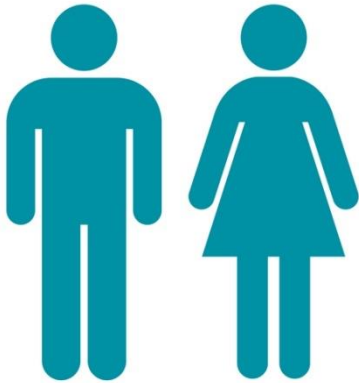
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Kerry Bardsley, HR Director

¹ Office for National Statistics: Annual Survey of Hours and Earnings, 2018 report.

What is Gender Pay Gap Reporting?



Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publicly report the pay gap between their male and female employees.

This needs to be completed in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women according to quartile pay bands in order to show how large the pay gap is between their male and female employees.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

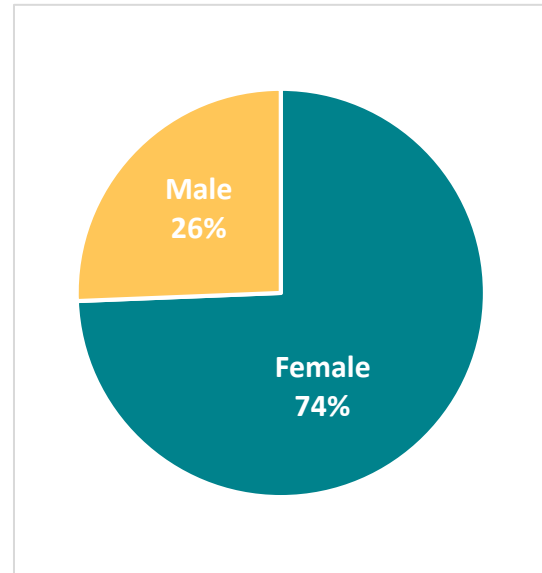
The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same work, or equivalent work. The gender pay gap is a simple average figure for all employees, irrespective of the job that they do. Strode Park remains committed to being an equal pay employer.

Our Gender Pay Gap Data

The gender make-up of Strode Park

We collected our data on 5 April 2018, when our 'relevant' workforce consisted of 316 employees. This was made up of 235 women and 81 men. In common with the Care profession as a whole, our organisation is predominantly female (74%). The UK average is 79%².



Information on calculations

The mandatory reportable figures are a snapshot, as at the 5 April 2018, of information relating to pay and bonus. The hourly rate of pay is not just basic pay but takes into account other pay elements like allowances, holidays, shift enhancements but excludes pay amounts that fall under salary sacrifice contributions for example childcare vouchers. It looks broadly at the gap in pay, irrespective of employee grade, role, length of service, skills, performance or experience. In addition, the requirement is to look at the gap for 'full pay employees' which means staff who had any zero pay during the pay period in which the snapshot data fell (eg unpaid absence) have been disregarded for counting purposes. Strode Park employs a number of Bank staff who have also been included in our calculations. In order to gain an average hourly rate, their previous twelve weeks of earnings were used.

² Women and the Economy, House of Commons Briefing Paper, BRIEFING PAPER Number CBP06838, 8 March 2019

Our gender pay calculations

The gender pay gap is expressed in two ways:

- **Mean Pay** – the average hourly rate. The mean pay gap is the difference in average hourly rate of pay by gender.



Male employees are paid 3.2% (32 pence) more than female employees when an average hourly rate of pay is calculated.

We have reduced our Gender Pay Gap from 2017 figures where men were paid 51 pence (5%) more.

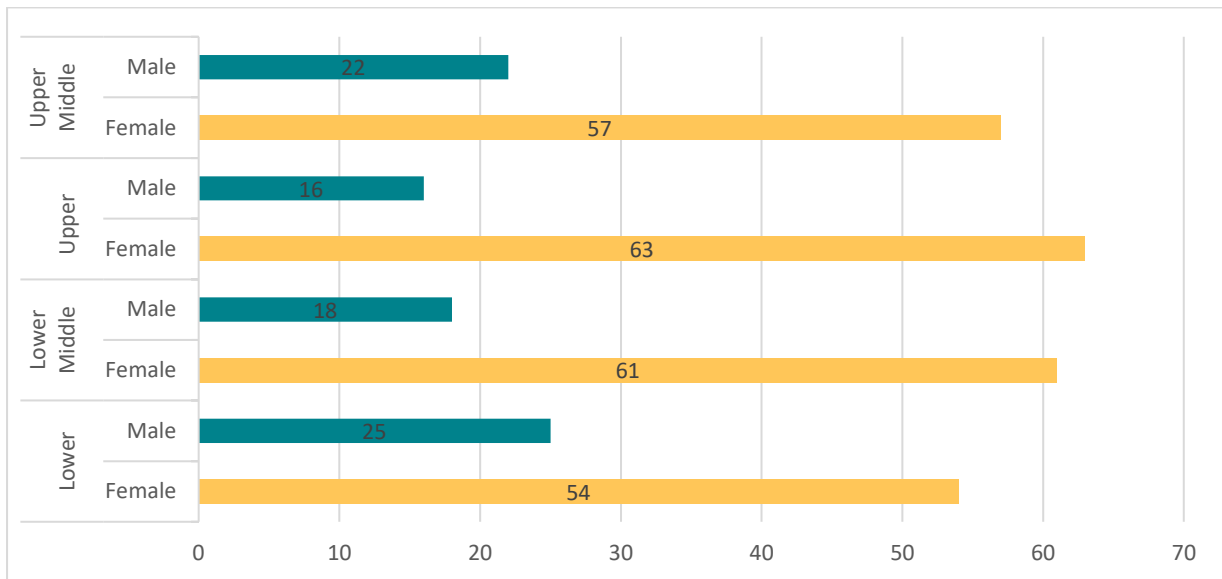
- **Median Pay** – the middle/midpoint value when all hourly rates are listed from lowest to highest value. The median pay gap is the difference in the middle hourly rate of pay by gender.



Female employees are paid 0.7% (6 pence) more than male employees when the median hourly rate of pay is calculated, continuing the same trend from last year, where female employees were paid 1% higher.

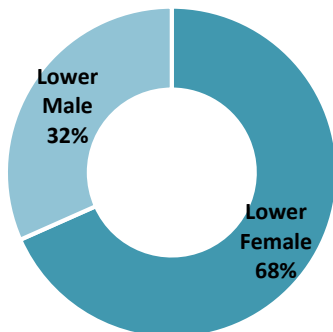
- **Bonuses** – As part of Government regulations, organisations are required to report on bonuses paid to staff as part of the six statutory calculations. Bonus pay is defined broadly as any payment that relates to profit sharing, productivity, performance, and commission, received in the form of cash or vouchers and based on information for the twelve months prior to 5th April 2018. **Strode Park does not pay bonuses to our staff and therefore this requirement is not relevant for our report.**
- **Pay by quartiles** – we also are required to show the proportion of males and females in each quartile pay band. This is a list of all Strode Park employees' hourly pay from lowest to highest then divided into four groups (quartiles).

Number of men & women in each pay quartile

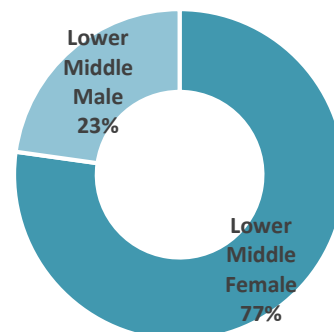


Proportion of men & women in each pay quartile

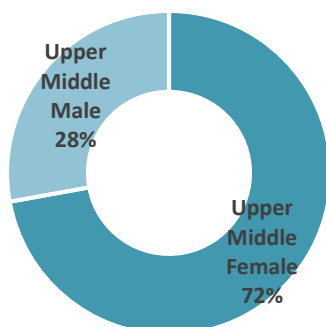
Lower Quartile



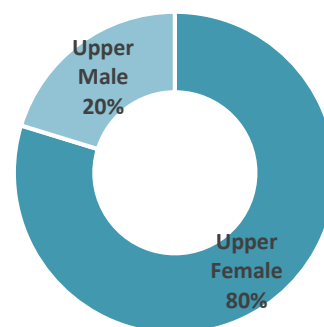
Lower Middle



Upper Middle



Upper



For Strode Park this results in pay quartiles where:

- the bottom quartile includes those earning less than approximately £8.16 an hour
- the second quartile includes those earning between approximately £8.16 to £8.61 an hour
- the third quartile includes those earning between approximately £8.61 to £9.60 an hour
- the top quartile includes those earning over approximately £9.60 an hour

The majority of our workforce is female, and it is also the case that women outnumber men at every level of Strode Park's structure. Each quartile reflects the gender make up at Strode Park as a whole. Having a predominantly female workforce means that fluctuations in the male workforce can have an impact on our gender pay gap, such as having a male Chief Executive.

Actions

Knowing our Gender Pay Gap has enabled us to take a holistic view of our organisation, and we will continue to use the results to shape our future people management and development strategies.

We are pleased that we have reduce the Mean Gender Pay Gap at Strode Park by 1.8%. The Median Gender Pay Gap has reduced but still shows women are paid more.

We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop our staff by supporting flexible working practices, encouraging more female staff at higher levels of the Foundation and actively support organisation-wide initiatives encouraging diversity.

Strode Park remains committed to equal pay, equal rights and to nurture a fully inclusive workforce.