

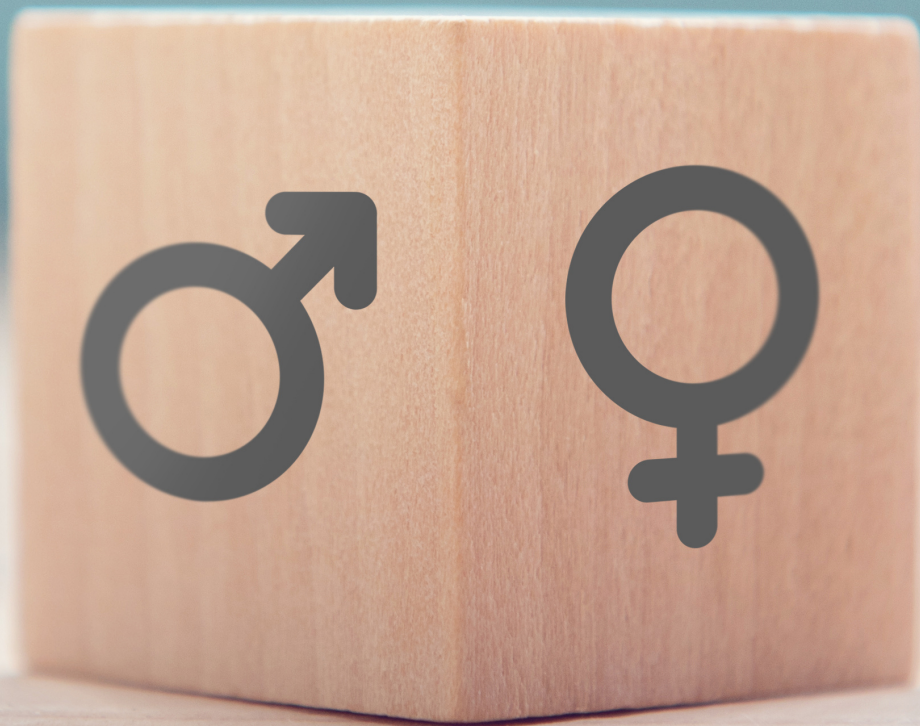
Strode Park Foundation



Strode Park  
Foundation

Caring since 1946

# Gender Pay Gap Report 2020



**CAREINSPIRETOGETHER**

VITAL AND VALUED

# 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.

## Gender split of Strode Park Foundation employees (as at 5 April 2020)

We collected our data on 5 April 2020, when our 'relevant' workforce consisted of 239 employees. This was made up of 181 women and 58 men. In common with the Social Care sector as a whole, our organisation is predominantly female (76%). The UK average is 82%.



# What is Gender Pay Gap Reporting?

Under 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 data

## Information on calculations

The mandatory reportable figures are a snapshot, as at the 5 April 2020, 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 or furlough) 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.

## Our calculations

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



## Pay Gap £0.57 / 5%

Male employees are paid 5% (57 pence) more than female employees when an average hourly rate of pay is calculated. Our mean Gender Pay Gap figure has slightly increased from 2018 figures (we did not have to report 2019 figures) where men were paid 3.2% more.



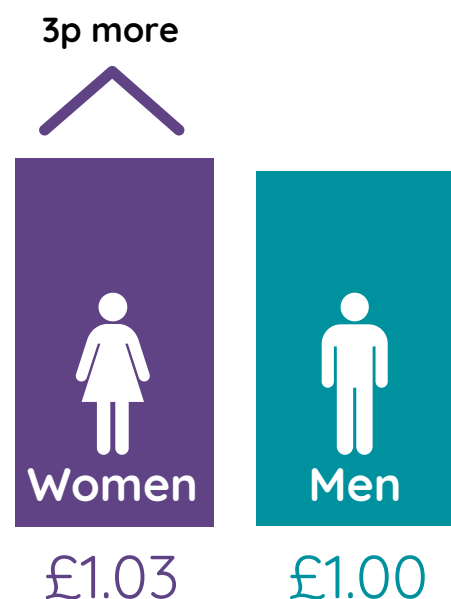
**Median Pay** - the middle/midpoint value when all hourly rates are listed from lowest to highest value. The median pay gap is the difference in the middle hourly rate of pay by gender.



**Pay Gap -£0.26 / -2.8%**

Female employees are paid 2.8 % (26 pence) more than male employees when the median hourly rate of pay is calculated, a 2.1% increase on 2018 figures where female employees were paid 0.7% higher.

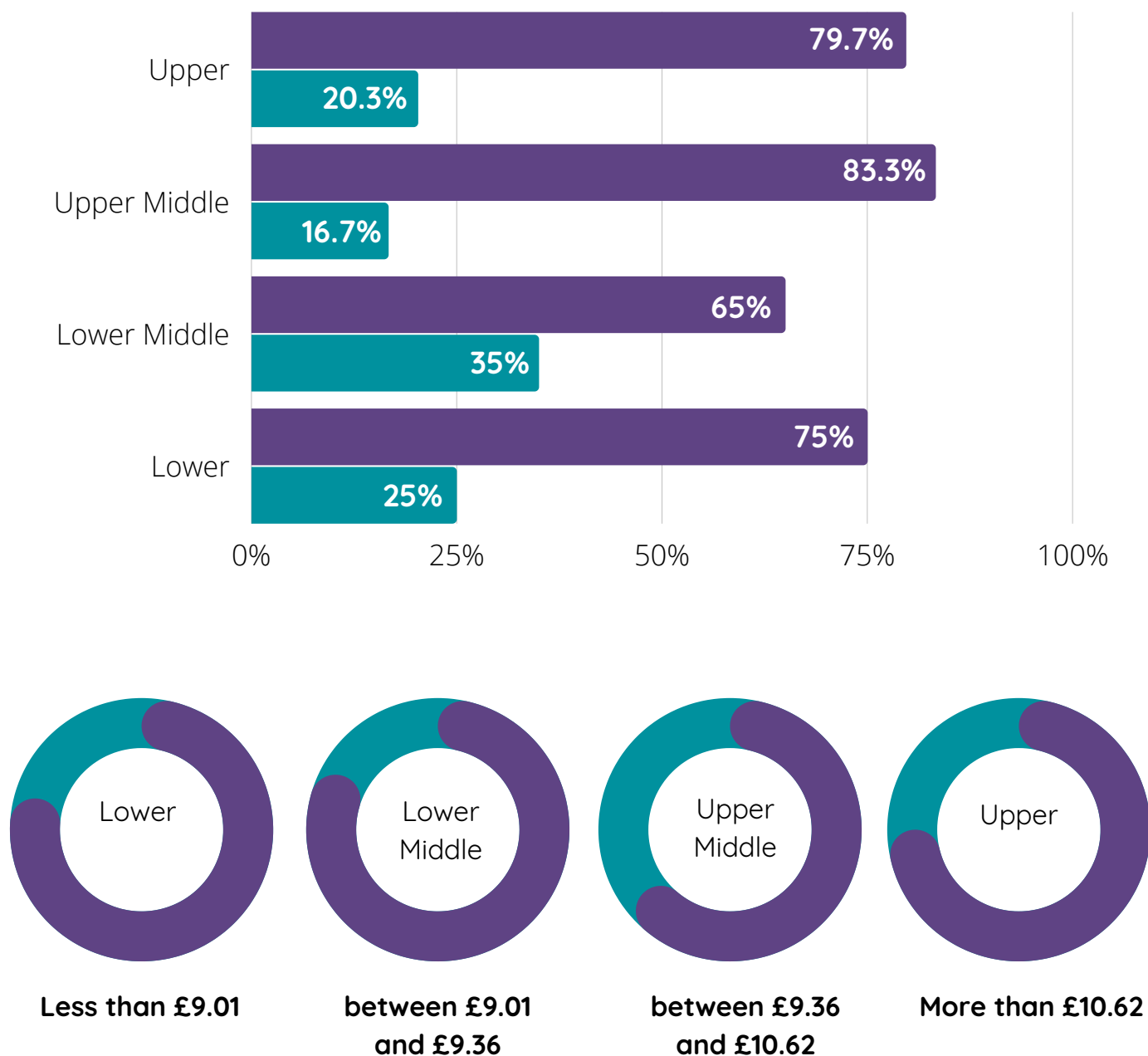
**Hourly Pay Gap** - In this organisation, women earn £1.03 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 2.8% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 5% lower than men's.



**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 2020. 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 and women in each pay quartile



 Women  Men

# Actions

- Strode Park Foundation will continue to demonstrate our Values: Care, Inspire and Together. We continue to have a dedicated and courageous staff team at Strode and will continue to provide our people with a great place to work, providing fair and equal pay for equal work.
- We also strive to ensure that we continue to attract and retain those that will contribute positively to our charity and support those we care for. We will continue to embed our behavioural standards into the way we recruit to ensure recruitment decisions are based upon our values.
- Strode Park remains committed to supporting flexible working where possible and are proud to have supported the CIPD Flex from First campaign where staff are given the right to request flexible working from Day one of employment.
- We will review our parental leave policies to determine how we can support staff returning from parental leave better. This will include policies and return to work processes.
- We will continue to develop our people and ensure all employees continue to be offered a vast amount of learning and development opportunities.



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

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## Declaration

**Paul Montgomery**  
Chief Executive



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

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## Declaration

**Kerry Bardsley**  
HR Director

