



Strode Park  
Foundation

Caring since 1946

# Our 2024 Gender Pay Gap Report



# Introduction

Strode Park Foundation is a Kent based charity, established in 1946. We are an independent voluntary organisation working to provide high-quality services to meet the changing and individual needs of young people and adults with disabilities.

Our experience of caring extends back to 1946 when the charity was first established. We have residential homes and supported living accommodation in Herne, Rainham, Canterbury and Faversham. Over the years, we have evolved and developed our range of services to meet all levels of need, including supporting 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. We offer extensive training facilities to ensure our staff can strive, should they wish, to extend their knowledge and skills as far as they feel able. This ensures we provide opportunities for growth and progression for all members of our team, across all areas of the Foundation and in all locations.

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 assist us in taking action if required and help us to evolve as a vibrant and caring organisation.

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 2024)

We collected our data on 5 April 2024, when our 'relevant' workforce consisted of 275 employees. This was made up of 202 women and 73 men. In common with the social care sector as a whole, our organisation is predominantly female (73%). 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 several 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 Foundation remains committed to being an equal pay employer.

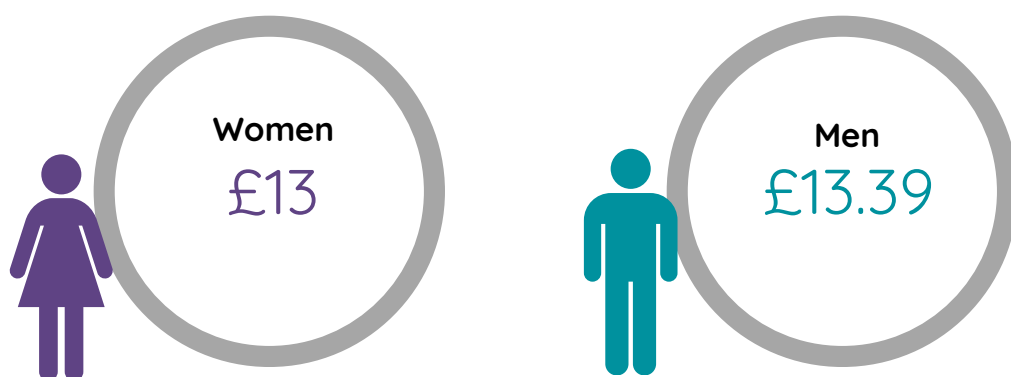
# Our data

## Information on calculations

The mandatory reportable figures are a snapshot, relating to pay and bonus as at the 5 April 2024 (Strode Park Foundation does not pay bonuses). 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.

## 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 - £0.39 / 2.9%

Male employees are paid 2.9% (39 pence) more than female employees when an average hourly rate of pay is calculated. Our Mean Gender Pay Gap figure from 2023 has decreased from men being paid 3.1% more than women in 2023 to being paid 2.9% more than women in 2024. The sector average mean gap is men being paid 8.3% more than women.

**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.



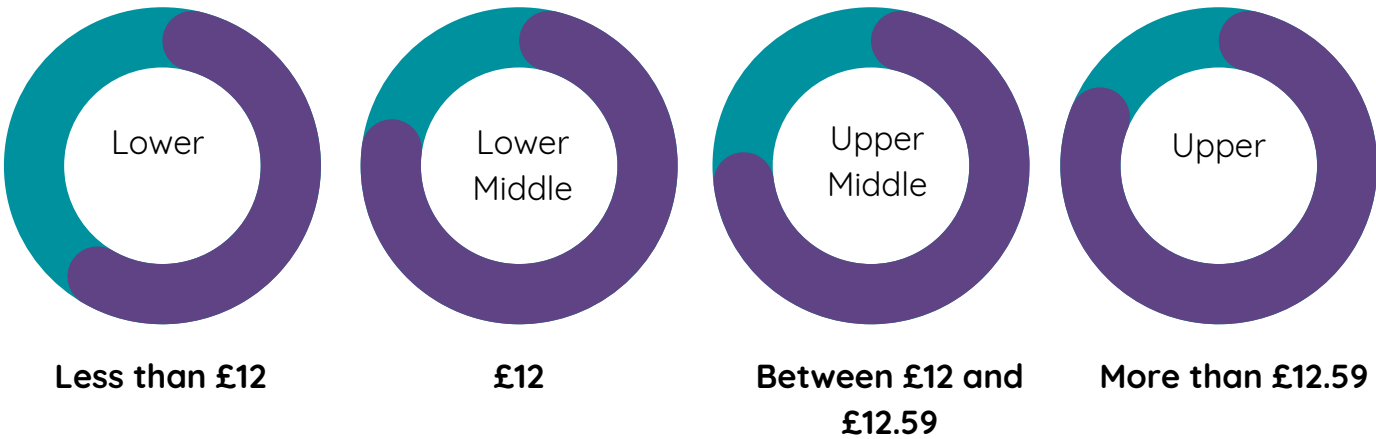
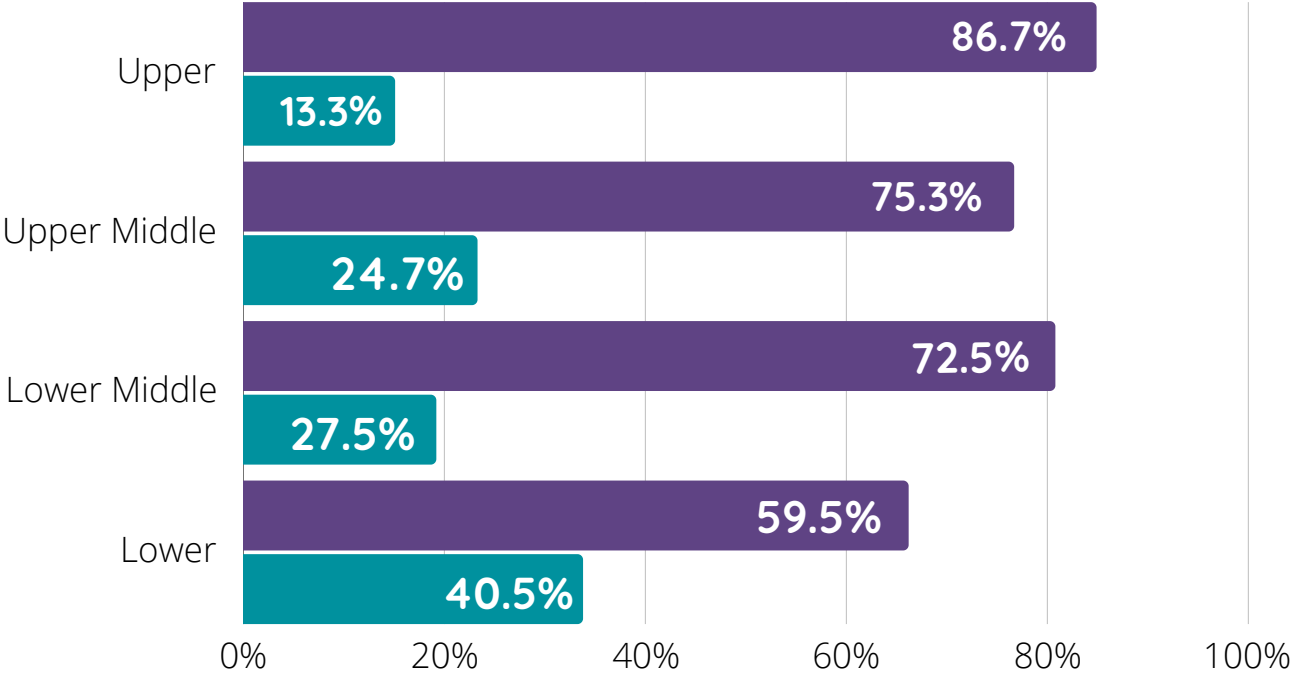
**Pay Gap - £0.00 / 0%**

Female employees are paid 0% (0 pence) more than male employees when the median hourly rate of pay is calculated. This is a decrease on 2023 figures where female employees were paid 0.2% 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 5 April 2024. Strode Park Foundation does not pay bonuses to our staff and therefore this requirement is not relevant for our report.

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Pay quarters given an indication of women's representation at different levels of the organisation.

### Number of men and women in each pay quartile



 Women  Men

# Actions

- Continuing to provide learning and development opportunities for all staff at all levels to develop our employees and ensure the highest quality of care for the adults and young people we support and care for.
- Our values of Care, Inspire and Together will continue to be embedded across the Foundation, making the workplace a fair and supportive environment for all.
- Work in collaboration with our Staff Council to support changes, increase transparency and constructively challenge potential barriers to gender inequality.
- Continue to strengthen our recruitment data reporting to create an evidence base that helps us understand any barriers to gender equality in posts at all levels of the Foundation and take action to resolve them.
- Continue to focus on exit data to increase our understanding of why employees leave and the proportion of male and female leavers, and use this data to inform retention and wellbeing initiatives.
- Use our supervision and appraisal process to focus on developing robust succession planning across all areas of the Foundation.



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



## Declaration

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**Paul Montgomery**  
Chief Executive



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



## Declaration

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**Helen Taylor**  
HR Director