

Father Hudson's Care

Gender Pay Gap report

Applicable date: 5 April 2019



1: Foreword by the Chief Executive Officer

Father Hudson's Care provides services to many different service users, ranging from adults who experience dementia to men and women who are homeless and sleeping on the streets.

At Father Hudson's Care, we strive to maintain our practice of equality of pay for the same work, to reduce our gender pay gap, and to provide equal opportunities across all departments and projects, not only to comply with the law, but because of our foundational Gospel values.

We are committed to diversity and inclusion as we seek to practise justice in all our work.

At this point of reporting we have 267 employees, of whom 85.4% are female. This ratio of women to men has a significant influence on the details in this report. It is also noteworthy that most of our staff work in the Adult Care services, providing direct care; a much smaller number are involved in support services providing psychosocial and other forms of support. Direct care services nationally are influenced by a gender imbalance (more women than men enter these professions), which we seek to challenge.

Our median gender pay gap is 14.2%, down from 23.6% a year earlier. Our mean gender pay gap is 18.3%, down from 24.0% last year. We are making progress but still have much to do.

As you read this report much more of the detail will be described.

2: Gender Pay Gap and equal pay

Although both the Gender Pay Gap and equal pay monitor the differences between men and women's pay, they are very different issues.

The law on equal pay is set out in the 'equality of terms' provision of the Equality Act 2010. The Act gives a right to equal pay between men and women for equal work. This covers individuals in the same employment and includes equality in pay and all other contractual terms. (*Source: Equality and Human Rights Commission.*)

Father Hudson's Care fully complies with the Equality Act.

The gender pay gap is defined as the difference in median pay between men and women. It is expressed as a percentage of gross hourly earnings for men.

We believe we can reduce our gender pay gap by continuing to follow and improve our policies and procedures and by implementing our action plan (sections 9 and 10).

3: Gender Pay Gap data

The gender pay gap shows the difference between the average earnings of men and women. It is expressed as a percentage of men's earnings. It requires employers of more than 250 employees to report on several statistical measures of gender pay on a snapshot date each year.

Gender pay gap reporting is a valuable tool for assessing equality levels across our organisation which we welcome, and we are committed to developing plans and initiatives positively to affect our performance over the coming years.

4. Definition of median and mean salary

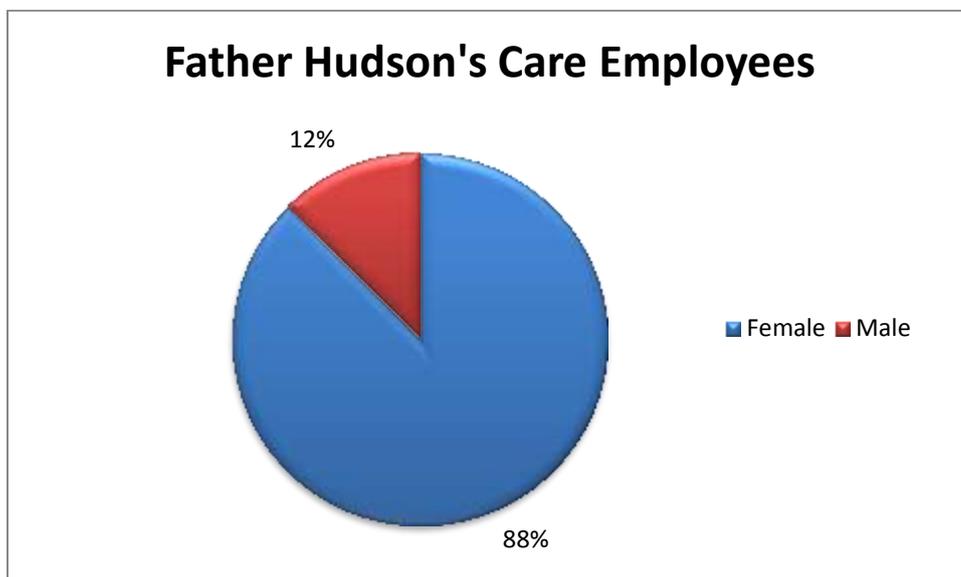
Median and mean are two types of average.

Median income is the amount that divides the income distribution into two equal groups, half having income above that amount, and half having income below that amount.

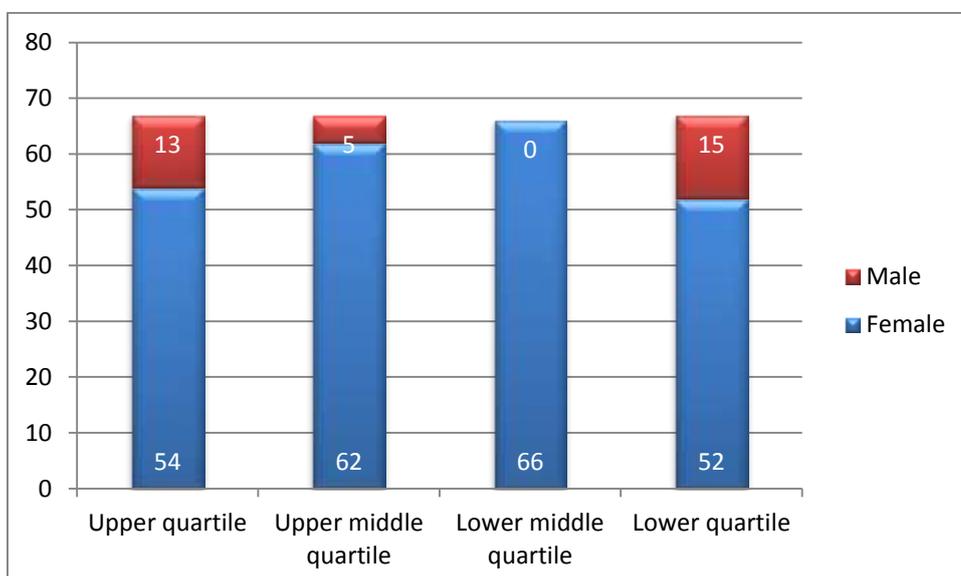
Mean income is the amount obtained by dividing the total aggregate income of a group by the number of units in that group.

5: Father Hudson's Care Gender Pay Gap data

Percentage of female and male staff in the total workforce:



Number of male and female staff in each quartile of the workforce:



6. Key data



		5 April 2019	5 April 2018	Year-on-year change
Median hourly rate	Female	£9.00	£8.33	+ £0.67
	Male	£10.49	£10.91	- £0.42
	Gap (£)	£1.49	£2.58	- £1.09
	Gap (%)	14.2%	23.6%	- 9.4 points
Mean hourly rate	Female	£10.34	£9.69	+ £0.65
	Male	£12.65	£12.75	- £0.10
	Gap (£)	£2.31	£3.06	- £0.75
	Gap (%)	18.3%	24.0%	- 5.7 points

7: Bonus calculations

There is a requirement to publish the data on gender-based differences in bonus payments.

Father Hudson's Care does not offer bonus payments to staff; there is therefore no data to report in this section.

8: Understanding the data

The graph of employees shows that Father Hudson's Care employs seven women for every man employed.

The median and mean gap for men and women are both large, but both are smaller than they were a year ago.

Having a smaller group of male employees results in the salaries of the Senior Management Team (SMT) having a large impact on the median and mean for men. Four of the 33 men who work for Father Hudson's (or 12%) are in SMT roles.

There are three women on SMT salaries, but this has a much smaller impact on the median and mean pay of women, because the total number of women employed is so much greater. Only 1% of the 234 women employed by Father Hudson's are in SMT.

The number of men in the two lower quartiles is higher than it was a year ago, but still very low: only 15 out of 133 employees in the two lower quartiles are men.

9: Current position

Recruitment practices establish salaries and ranges for posts, rather than negotiating with appointable individuals. Where recruitment is unsuccessful, a report is prepared for the Trustees' Monitoring and Review Committee to determine the reason for this.

All posts are advertised at a salary or range for the post. This means that whoever is successful for that post, male or female, receives this salary. We use a transparent payment system and monitor rates to ensure equality across all roles.

At SMT level there were four men and three women in post on the applicable date. The number of managers below SMT level was 31, of which eight were men and 23 were women. These figures may change with new appointments.

For jobs in care, Father Hudson's Care pays more than the National Living Wage.

Father Hudson's Care has a flexible working policy that is adhered to and publicised in the staff handbook. It is restated and, if necessary, updated annually at the managers' meeting. This policy has enabled women and men to pursue a career and have the flexibility required for their particular situation.

We have increased the opportunities for staff development toward leadership roles, particularly in our adult care department where many women work. Managers offer encouragement and training to help employees increase their confidence and achieve career development goals.

We resist gender stereotypes in our marketing of roles and offer full and part-time positions, permanent and temporary. We aim to be open and welcoming to all new employees and applicants.

10: Actions to reduce the Gender Pay Gap

Father Hudson's Care aims to improve the situation through the following actions.

- The number of flexible working requests will be monitored and the success or otherwise and the reasons for granting or not granting will be noted and monitored to ensure fairness is consistently applied.
- A plan will be developed by Human Resources to encourage more male applicants in our lower and lower middle quartile roles.
- To involve all employees in our future planning, we will ensure the voice of the employee is heard at every level through team meetings and questionnaires. This process will be enhanced by the new Equality and Diversity Working Group.



Andy Quinn, Chief Executive Officer

24 July 2019