

Gender Pay Gap Reporting 2022

Introduction

St Elizabeth's Centre is a faith based charity situated in Much Hadham, Hertfordshire.

For over 118 years our we have been providing support and care for children, young people and adults with learning disabilities and other complex needs often caused or complicated by severe epilepsy and/or autism. During the past century we have continued to significantly expand and grow our services to meet the ever increasing need for complex care packages which are bespoke to meet the needs of the people that we support. Our extensive 68-acre site, provides high-quality, individualised care to people of all ages and we provide a school for 5-19-year olds, a College for 18-25-year olds, Registered Children's Home(s) and Care Home / Supported Living with Nursing for Adults.

At St. Elizabeth's we provide specialist education, care and medical support on a 52-week basis.

Gender Pay Gap Data

The data reported upon is a 'snapshot' of all our employees who were on payroll as of the 5th April 2022.

Gender Pay Gap %

1.6% Average Pay

0.4% Median Pay

A positive percentage figure reveals that overall, male employees receive higher pay than their female colleagues.

St. Elizabeth's has for the purposes of this report 749 relevant employees and has:

: sorted them by highest hourly pay to the lowest hourly pay

: divided the list into four hourly pay quarters

: ensured that employees on the same hourly pay are evenly distributed by gender & pay

This means of the 749 relevant employees overall there are in the:

Lower Pay Quarter

20% are men 23

80% are female 165

Lower Middle Quarter

14% are men 27

86% are female 160

Upper Middle Quarter

33% are men 62

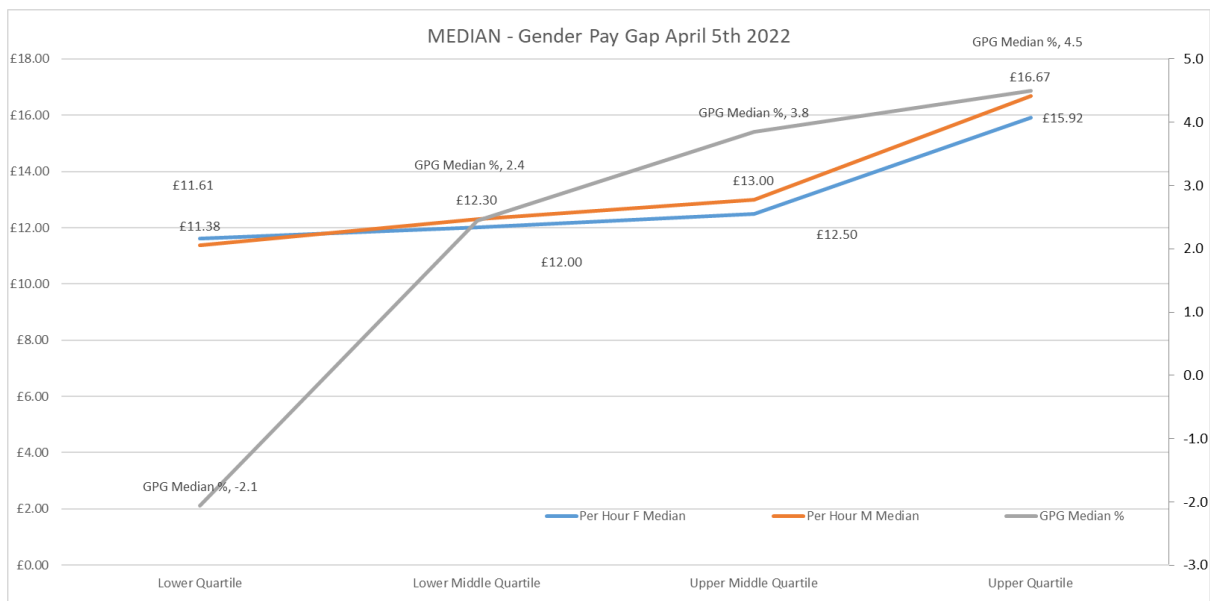
67% are female 125

Upper Pay Quarter

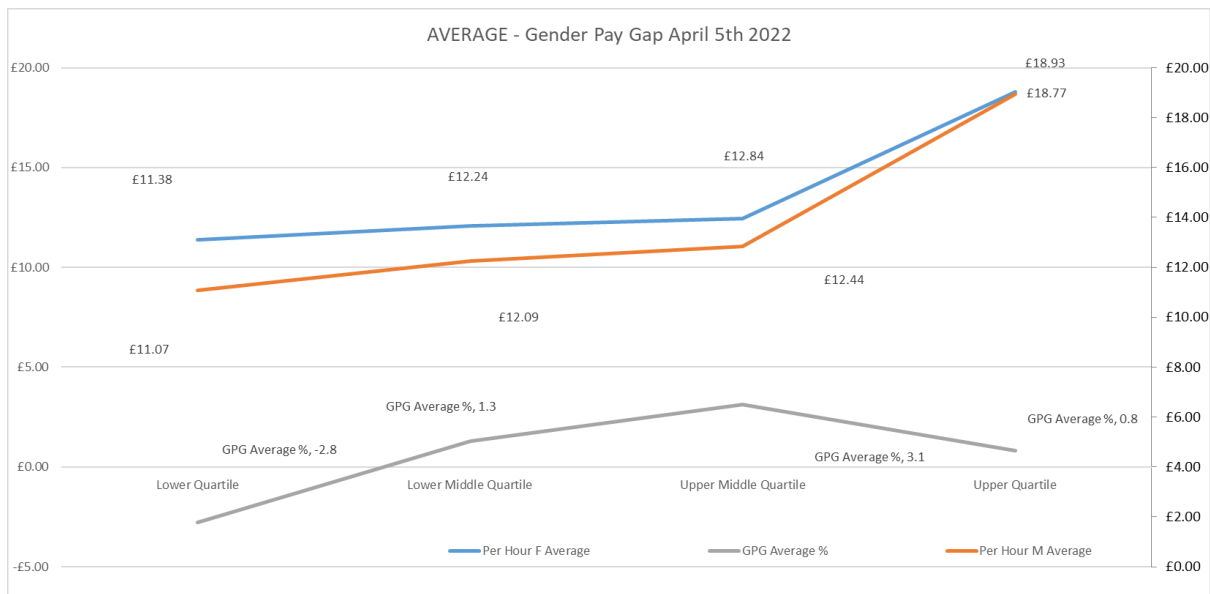
22% are men 41

78% are female 146

This means that when using the median, men at St. Elizabeth's are paid 1.6% more than women. Which means for every £1 a male earns, a female will earn 98.40p.

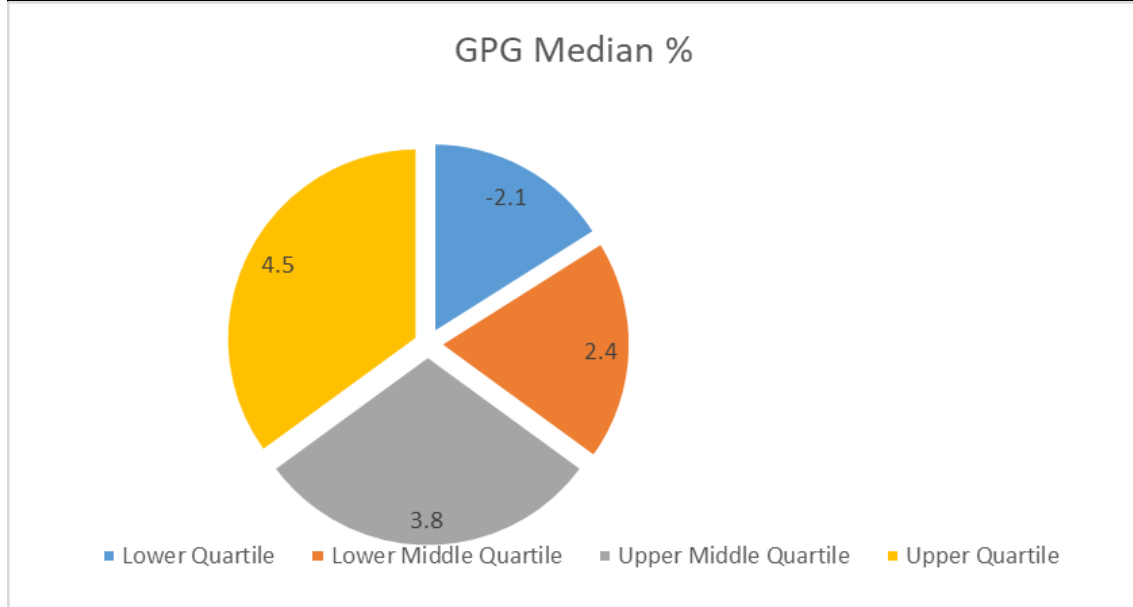


This means that when using the average, men at St. Elizabeth's are paid 0.4% more than women. Which means for every £1 a male earns, a female will earn 99.60p.

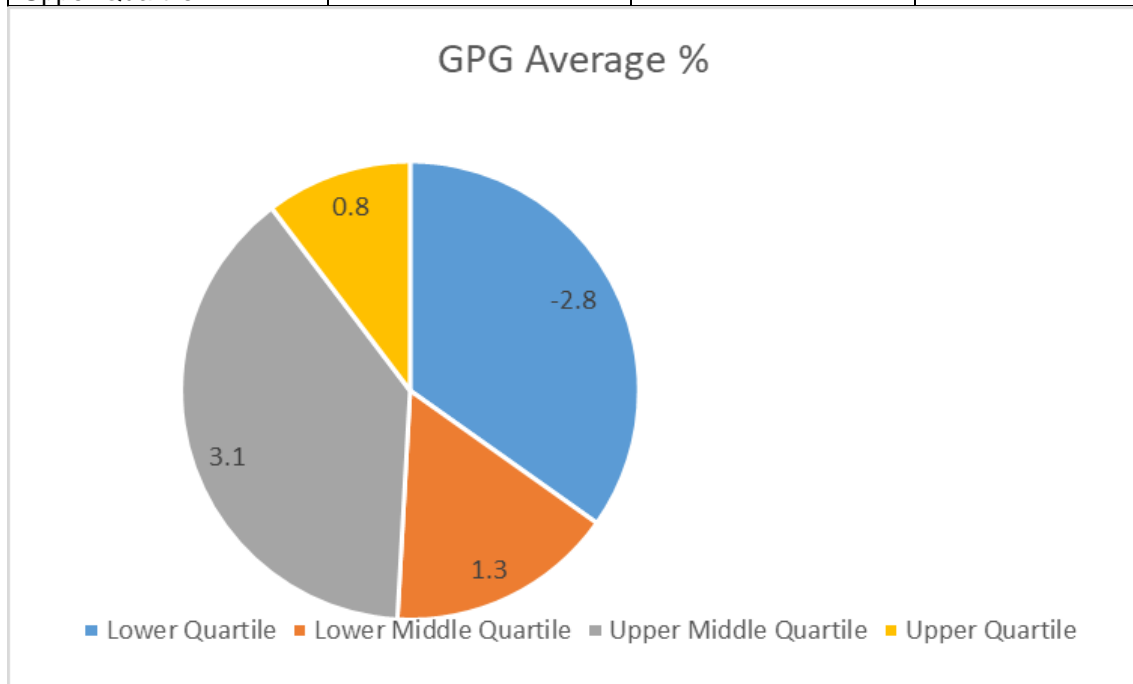


Please note that in 2022 there were no bonus payments made to any employees.

2022 April 5th	Per Hour F Median	Per Hour M Median	GPG Median %
Lower Quartile	£11.61	£11.38	-2.1
Lower Middle Quartile	£12.00	£12.30	2.4
Upper Middle Quartile	£12.50	£13.00	3.8
Upper Quartile	£15.92	£16.67	4.5



2021 April 6th	Per Hour F Average	Per Hour M Average	GPG Average %
Lower Quartile	£11.38	£11.07	-2.8
Lower Middle Quartile	£12.09	£12.24	1.3
Upper Middle Quartile	£12.44	£12.84	3.1
Upper Quartile	£18.77	£18.93	0.8



This data identifies that the following is representative of overall Female comparison to Male employee average and median pay.

£13.71	Female Average Pay	£13.77	Male Average Pay
£12.30	Female Median Pay	£12.50	Male Median Pay

Of our total employee population 596 or 80% identify as female.

Within each quartile we have a representation of approximately 20% female employees of our entire population and approximately 5% male employees.

This is represented in full by the following data.

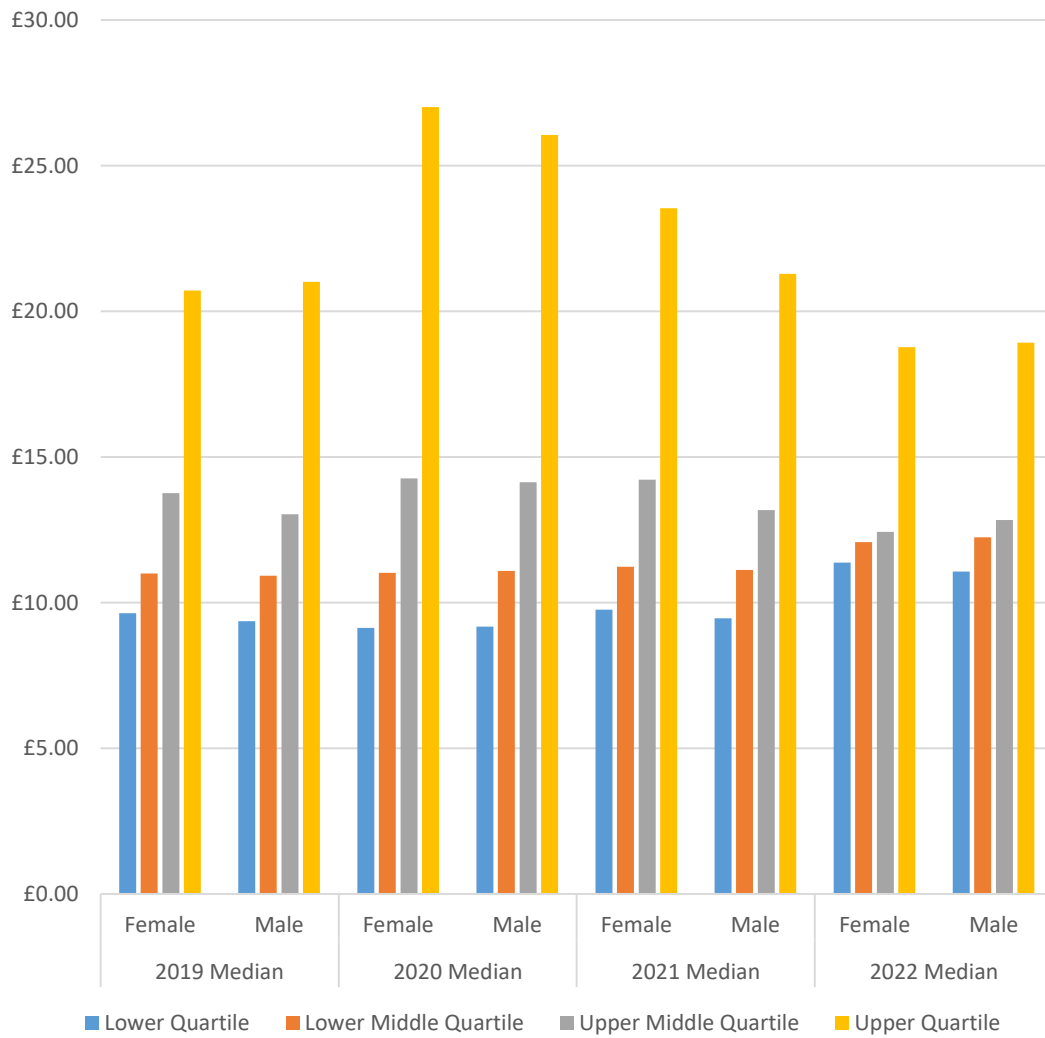
Employees actively on payroll (physically working)		% F	% M
Male	153	79.5%	20.45%
Female	596		
Total Employees	749		

Comparison 2020 vs. 2021 vs. 2022

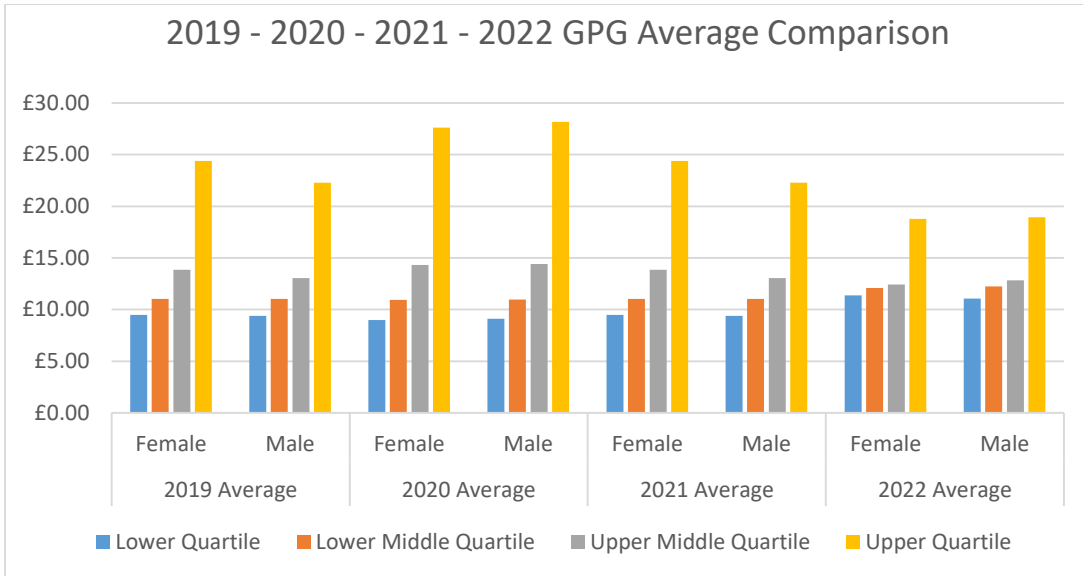
With 4 sets of clear data to draw upon this Gender Pay Reporting cycle I am able to provide a 4-year comparison.

	2019 Median		2020 Median		2021 Median		2022 Median	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower Quartile	£9.64	£9.37	£9.14	£9.18	£9.76	£9.47	£11.38	£11.07
Lower Middle Quartile	£11.00	£10.92	£11.02	£11.09	£11.23	£11.12	£12.09	£12.24
Upper Middle Quartile	£13.76	£13.04	£14.26	£14.13	£14.22	£13.18	£12.44	£12.84
Upper Quartile	£20.72	£21.02	£27.02	£26.06	£23.54	£21.29	£18.77	£18.93

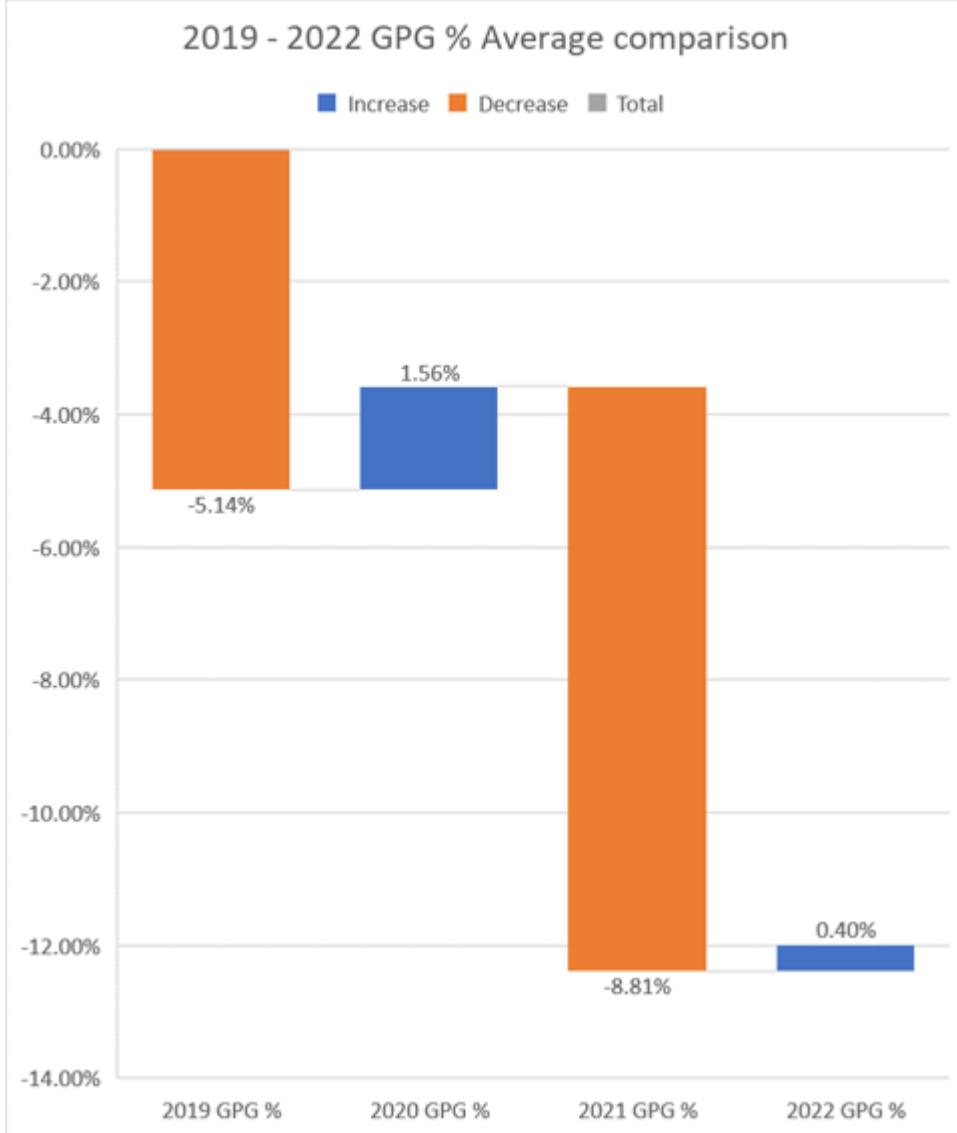
2019 - 2020 - 2021 - 2022 GPG Median Comparison



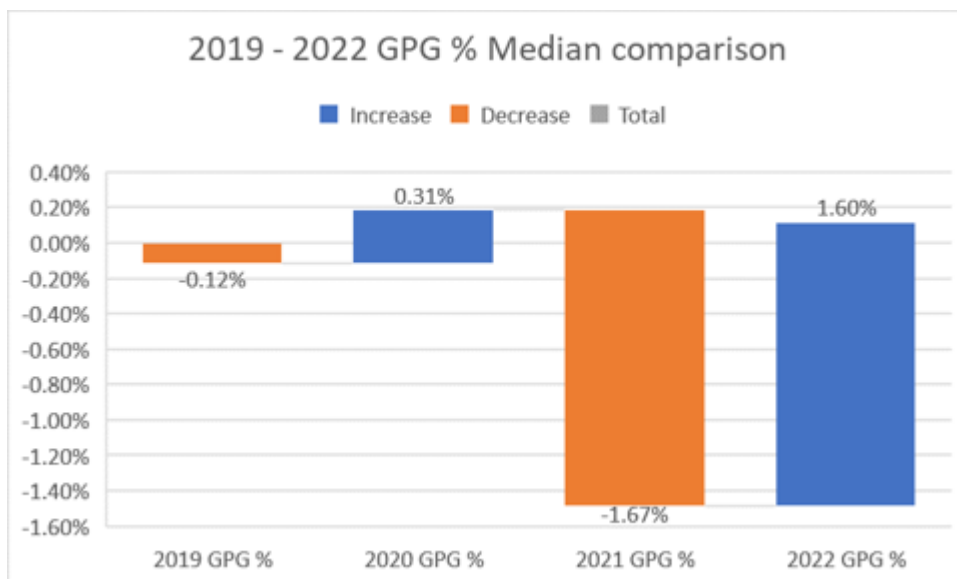
	2019 Average		2020 Average		2021 Average		2022 Average	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower Quartile	£9.47	£9.38	£8.98	£9.12	£9.47	£9.38	£11.38	£11.07
Lower Middle Quartile	£11.02	£11.03	£10.94	£10.98	£11.02	£11.03	£12.09	£12.24
Upper Middle Quartile	£13.86	£13.06	£14.31	£14.41	£13.86	£13.06	£12.44	£12.84
Upper Quartile	£24.38	£22.27	£27.62	£28.16	£24.38	£22.27	£18.77	£18.93



	2019 GPG%	2020 GPG%	2021 GPG	2022 GPG%
Average	-5.14%	1.56%	-8.81%	0.40%



	2019 GPG%	2020 GPG%	2021 GPG	2022 GPG%
Median	-0.12	0.31%	-1.67%	1.60%



Summary

The end of 2021 and start of 2022 was a difficult period for St Elizabeth's as we moved out of the pandemic.

As with other employers within our sector; with the end of the various lockdowns and restrictive measures and as the economy slowly re-opened; we began to experience extra ordinary high turnover as employees who joined us during the early onset of 'lock down' and furloughed from their permanent roles, began to leave the Health and Social Care sector and returned to their previous roles.

To help address this we undertook two pay reviews, between April 2021 and April 2022 for Care staff.

During this period there were also changes to our Senior Leadership Team (SLT). A female Director left the organisation in August 2021 and the role of Chief Operating Officer was created in August 2021. This newly created role was held by a male colleague. This event and a number of other changes during this period possibly caused this shift with gender pay.

At the time of writing this report, we now have women holding 4 of our 5 most senior leadership positions (executive) including our female CEO. In addition, most of the SLT's direct reports and middle management are predominately female as well.

Within the type of work we perform, we would expect to see a high number of employees who are female. This is not uncommon within our sector(s). Our gender % ratio imbalance of male to female employees across the quartiles does not cause us any unnecessary concern.

As an organisation we remain firmly committed to gender pay equality. We are firm advocates for upholding and protecting gender equality, non-discrimination and freedom of religion or belief. We challenge all discrimination that used to justify, condone, or reinforce violence, discrimination, or inequalities on the grounds of religion, belief or gender.

Statement of Accuracy

I confirm that the information contained in this report is accurate.

Rachele Gale

Director of Human Resources & Communications

On behalf of the Trustees and Executive Team at St. Elizabeth's Centre.