

Spurgeons Gender Pay Gap on 5 April 2020 & 5 April 2021

In 2017 the Government introduced a requirement that every organisation employing 250+ people must report a set of key data around gender and pay.

The calculation is based on a snapshot taken of the organisation, in the case of charities this is 5 April each year. Therefore, this report highlights some aspects of Spurgeons and the methodology used that should be taken into consideration when reading the results.

Spurgeons has a clear pay and remuneration policy that seeks to live out our values of compassion, inclusiveness and hope, recognising our colleagues as central to us living out our mission and realising our vision.

Before reading the results

We seek to adhere to the best employment practices and do not tolerate discrimination. The gender pay gap should not to be confused with unequal pay. The Charity Commission website comment on this matter is helpful:

“The gender pay gap should not to be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work, whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women. Nearly all employers will have a gender pay gap this year, and for most, these gaps will not be the result of unequal pay.”

Spurgeons results are greatly affected by the small number of men who work for the charity. In our snapshot of the 379 colleague employed by Spurgeons in April 2020 only 32 were men. In April 2021 our colleague numbers reduced to 336, with only 24 men. As our two most senior employees are male, the figures do become skewed. The impact this has is reported below and must not be overlooked in any consideration of our gender pay gap position.

Our results – April 2020

Workforce numbers

Total number of employees/casual workers	379
Female	347 (91.56%)
Male	32 (8.44%)

Pay figures

- mean gender pay gap in hourly pay (difference between M & F – M are higher) 26.84%
- median gender pay gap in hourly pay 28.49%

The Government asks us to report on bonus payments, however, Spurgeons does not pay bonuses.

- mean bonus gender pay gap N/A
- median bonus gender pay gap N/A
- proportion of males and females receiving a bonus payment N/A

Proportion of males and females in each pay quartile

Lower Quartile	5.26% Male 94.74% Female
Lower Middle Quartile	6.32% Male 93.68% Female
Upper Middle Quartile	3.16% Male 96.84% Female
Upper Quartile	19.15% Male 80.85% Female

Our results – April 2021

Workforce numbers

Total number of employees/casual workers	336
Female	312 (92.86%)
Male	24 (7.14%)

Pay figures

- mean gender pay gap in hourly pay (difference between M & F – M are higher) 28.99%
- median gender pay gap in hourly pay 15.31%

The Government asks us to report on bonus payments, however, Spurgeons does not pay bonuses.

- mean bonus gender pay gap N/A

- median bonus gender pay gap N/A
- proportion of males and females receiving a bonus payment N/A

Proportion of males and females in each pay quartile

Lower Quartile	2.38% Male 97.62% Female
Lower Middle Quartile	8.33% Male 91.67% Female
Upper Middle Quartile	3.57% Male 96.43% Female
Upper Quartile	14.29% Male 85.71% Female

Explaining the difference

The national average pay gap is 7.4% (based on full timers) in favour of men and is slanted due to the high proportion of women who work part-time. The national average gender pay gap among all employees is 15.5%. The gap seems to be greatest amongst older age groups which represent a significant portion of our colleagues. The average age of our employees is 44 and 40% are part-time. As you can see from the above, over 92% of our employees are female. This means that given the wider social and economic context we would expect our workforce to have an 'above average' gender pay gap.

By far the biggest impact on our results is the impact of including the three most senior managers in the charity, two of whom are men.

As a comparison here are the results with and without the senior three managers, which reduces our average gender pay gap to much closer to the national average. The median difference in 2021 dropped to 6.74% which given our workforce profile is encouraging.

Measure	Whole staff group (including 3 senior managers)	Excluding the 3 senior managers (highest paid)
mean gender pay gap in hourly pay	2020 - 26.84% 2021 - 28.99%	2020 - 18.28% 2021 - 18.04%

median gender pay gap in hourly pay	2020 - 28.49%	2020 - 26.99%
	2021 - 15.31%	2021 - 6.74%

(The % are the difference between Male & Female – Male being higher.)

We saw an increase in the proportion of males in the upper quartile in April 2020. However, this returned to 2019 levels in 2021, with proportions of males and females in each quartile similar to 2019.

How we intend to address our gender pay gap

This report has sought to place Spurgeons' results in the particular context that we have, especially the impact that employing a small number of men can have on the results. This does not mean that we are content with the position as it stands or passive in wanting to close the current gap. With the support of our Board of Trustees (made up of 5 men and 6 women at the time of reporting) Spurgeons intends to continue to take the following steps to promote greater equality of pay.

1. We will promote the development of colleagues within Spurgeons.

We will continue to look at how we can provide greater opportunities to grow our own leaders within Spurgeons through providing development opportunities. We will seek to ensure that all women, and especially those who work part time or have family commitments, are not disadvantaged when it comes to these opportunities.

2. We will continue to review our pay and reward system.

Spurgeons has a clear pay policy that seeks to ensure that we pay people fairly (including a commitment to paying at least the Living Wage), and that we seek to minimise pay inequality between the highest and lowest paid employee (we seek to stick to NCVO pay ratio recommendations). The objective is that we remain as near as possible to a ratio of 1:5 in terms of the median FTE pay rate and the top salary. Currently we are closer to a 1:4 ratio. As part of an ongoing review of pay and reward we will seek to ensure no unintended gender bias and consider further how we can seek to address our gender pay gap. We undertook pay benchmarking in 2019/20 which confirmed that the majority of our colleagues were paid at market median and did not highlight any gender bias.

3. We will encourage the employment of more men, particularly in entry-level positions.

It could be argued that one of the reasons for our pay gap is that we reflect the sector's pattern of having a largely female workforce. We will consider how to encourage more men into the sector and into working for us, especially in entry-level positions that may be attractive to new Dad's or men who have left education with relatively few formal qualifications. This may mean exploring how we develop apprenticeships or new pathways into working for us. We will consider engaging with our more junior male colleagues to gain their views on how we could encourage more men to join Spurgeons.

4. We will seek to promote the appointment of more women in the most senior positions and in the upper quartile

This report demonstrates the impact of having the two most senior and highest paid employees included in the pay gap calculation. In addition, while the absolute numbers may be low, the proportion of men employed in the upper quartile of pay is high at 14.29% compared to the average for all colleagues of 7.14%. Therefore, one of the steps that trustees and senior managers must consider is how to better reflect the gender balance in both the most senior team of managers but also the top 25% of the organisation. As per some other organisations we will consider a commitment to guarantee any suitably qualified female applicants an interview when we are recruiting at this level.

This report has been approved by:

Ross Hendry, Chief Executive

Andrew Caplen, Chair of the Board of Trustees

Sept, 2021