

# Gender pay gap

## Report 2019



From April 2017, Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing the difference between the average earnings of all men and all women.

Mirroring the rest of the Care sector where most of our staff are engaged, the Institute employs significantly more women than men. At the reporting date of 5 April 2018, we employed 336 people. 87.2% of these were women and 12.8% were men.

The Institute is publishing the results of six calculations using hourly pay rates as at 5th April 2018. These calculations do not reveal individual salary information.

### Median gender pay gap in hourly pay



Although women were paid on average 3% less than men, the 2018 data represents a 4.9% reduction of the median gender pay gap compared to the 2017 gender pay gap of 7.9%.

### Mean gender pay gap in hourly pay



Although women were paid on average 2% less than men, the 2018 data represents a 2.8% reduction of the mean gender pay gap compared to the 2017 gender pay gap of 4.8%.

The median and mean gender pay calculations both show that on average female staff have lower pay than male staff. This is due to the slightly larger proportion of male staff in higher paid roles in the Institute.

## Bonus Payments

The Institute of Our Lady of Mercy does not pay bonuses to any staff and is therefore not reporting the median or mean data or the proportion of males and females receiving a bonus payment, as this is not applicable.

## Equal Pay

It is important to note that a gender pay gap is different to equal pay. Unequal pay is unlawful, and a gender pay gap is not. There are many causes of a gender pay gap, some of which are not in the control of an employer. Equal pay deals with the pay differences between men and women who carry out the same roles, similar jobs or work of equal value. The Institute will continue to monitor both the gender pay gap and rates of pay to ensure equality for both men and women carrying out work of equal value.

## Proportion of males and females in each pay quartile

We can better understand the gender pay gap when we analyse all male and female roles across the Institute and divide them into four pay bands. The lowest rates of pay are in the first quartile and the highest in the fourth quartile.

### 2018

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	8%	12%	16%	14%
Women	92%	88%	84%	86%

For comparison purposes, the 2017 data is given below.

### 2017

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	8%	8%	15%	19%
Women	92%	92%	85%	81%

While the 2018 pay quartiles continue to show a high proportion of female staff across the full pay range, there has been a small but noticeable increase in the number of female staff in the fourth quartile compared to the 2017 data. This positive increase is helping to reduce the gender pay gap.

## Commitment to equality and good employment

We are pleased that the Institute's gender pay gap has both reduced and remains significantly lower than the reported national median average of 8.6%\* for full time employees and 17.9%\* for all employees. The Institute remains fully committed to ensuring that our progress towards reducing the gender pay gap is maintained. We set out below some of the strategies we are using to achieve this aim.

Our review of pay rates continued in 2018. This helped ensure that roles which had previously been undervalued received increases which work towards better pay equality in future years.

Line managers are encouraged to discuss career development opportunities with all staff irrespective of whether they work full time or part time. Similarly, the Institute reiterates its commitment to encouraging employees to take advantage of the many opportunities to undertake professional development, which is available at all levels and in all roles. Where possible, training is offered at different times to meet the needs of part time staff.

Where business needs allow, the Institute supports all staff who have caring responsibilities by offering various shift patterns, job sharing opportunities, shared parental leave and similar reasonable adjustments.

In relation to recruitment, the Institute considers offering senior roles on a part time basis and will continue to review its recruitment processes to further reduce the possibility of unconscious bias. We also require recruiting managers to analyse all new roles to help ensure that good job design and equitable reward is considered at the earliest part of the recruitment process. We will continue our policy of providing clear rates of pay to all job candidates.

At the other side of the employee lifecycle, the Institute monitors data from exit interviews and acts accordingly.

We hope that by recommitting ourselves to these actions, we will work towards removing any unnecessary barriers in our desire to be a fair employer, rewarding staff irrespective of gender or identity.



**Sister Colette Cronin**

**On behalf of the Trustees**