

Gender pay gap

Report 2020



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 2019, we employed 325 people. 89.2% of these were women and 10.8% were men. This is a 2% increase of female staff from 2018.

The Institute is publishing the results of six calculations using hourly pay rates as at 5th April 2019. These calculations do not reveal individual salary information.

Median gender pay gap in hourly pay



The data shows that on average the Institute pays women 2.52% more than men, resulting in a negative gender pay gap. There has been a 5.52% increase in the median rate of pay for women between 2018 and 2019.

Mean gender pay gap in hourly pay



The data shows that on average the Institute pays women 4.52% more than men, resulting in a negative gender pay gap. There has been a 6.52% increase in the mean rate of pay for women between 2018 and 2019.

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

Bonus Payments

While the Institute of Our Lady of Mercy does not pay bonuses to staff, one exceptional payment was made in the reporting period as follows: percentage payment made to males 0%, percentage payment made to females 0.3%. Due to the very small percentage involved this resulted in both a 0% median and 0% mean average bonus payment.

Equal Pay

It is important to note that a gender pay gap is different to equal pay. Unequal pay is unlawful, and while a gender pay gap is not unlawful it is something to review and address. There can be many causes of a gender pay gap, some of which are not in the control of an employer. Further analysis on the Institute gender pay gap figures is provided below.

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 strives to ensure that our rates of pay 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.

2019

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	13%	10%	10%	11%
Women	87%	90%	90%	89%

For comparison purposes, the 2017 and 2018 data are given below.

2018

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

2017

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

While the 2019 pay quartiles continue to show a high proportion of female staff across the full pay range, there has been a noticeable increase in the number of female staff across the second, third and fourth quartiles compared to the 2018 data. This positive increase in the higher pay rates and a lower representation in the lowest quarter has been a significant factor in generating a negative gap (where women are paid more than men) than the previous positive gender pay gap (where men are paid more than women).

Commitment to equality and good employment

We are pleased that the Institute's gender pay gap has reduced significantly in the last year as a result of the actions taken.

Our reported small negative pay gap (where on average women get paid more than men) is a reverse of the wider picture where the national median average is 8.9%* for full time employees and 17.3%* for all employees. Not being complacent, the Institute remains fully committed to working towards our target of having a zero gender pay gap. We set out below some of the strategies we are using to achieve this aim.

Our thorough review of pay rates continued in the second half of 2019 with gender pay gap considerations incorporated into the pay review process alongside those at the point of recruitment. We continued to ensure that roles which had previously been undervalued received increases which provide pay equality in future years.

Career development opportunities are available to 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 work patterns, job sharing opportunities and shared parental leave.

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 with additional training in this important area. We require recruiting managers to analyse all new roles to help ensure that good job design and equitable reward is considered at the earliest stage of the recruitment process. We provide clear rates of pay to all job candidates.

We remain committed to removing any unnecessary barriers in our desire to be a fair employer, rewarding staff irrespective of gender or identity.

Sister Colette Cronin

Sister Colette Cronin

On behalf of the Trustees

* <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworking-hours/bulletins/genderpaygapintheuk/2019>