

Gender pay gap

Report 2021



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 and primary education sectors where most of our staff are engaged, the Institute employs significantly more women than men. At the reporting date of 5 April 2020, we employed 284 people. 89.4% of these were women and 10.6% were men. This is a 0.2% increase of female staff from 2019.

The Institute is publishing the results of six calculations using hourly pay rates as of 5th April 2020. 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 11.37% more than men, resulting in a negative gender pay gap. There has been an 8.85% increase in the median rate of pay for women between 2019 and 2020.

Mean gender pay gap in hourly pay



The data shows that on average the Institute pays men 5.69% more than women, resulting in a positive gender pay gap. There has been a 10.21% increase in the mean rate of pay for men between 2019 and 2020.

Bonus Payments

The Institute of Our Lady of Mercy has not paid 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 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.

2020

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	3%	21%	5%	15%
Women	97%	79%	95%	85%

For comparison purposes, the 2017, 2018 and 2019 data is given below.

2019

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

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 2020 pay quartiles continue to show a very high proportion of female staff across the full pay range (including the fourth quartile/highest paid), there has been an increase in the number of female staff in the lowest quartile (against a significant reduction in the number of men in this quartile). The second quartile shows an 11% increase in the number of men compared to the 2019 data. With such a small proportion of the Institutes workforce identifying as men small changes to this group of staff can make a noticeable statistical difference to the overall pay gap figures.

While the median and mean gender pay calculations show different narratives, this is explained by the high representation of female staff in both the lower and higher salary quartiles, with most male staff in the middle range scales. This accounts for the mean figure favouring men and the median figure influenced by a large proportion of female staff occupying higher paid management roles.

Although the figures show both a positive and negative gender pay gap, we believe that taken with previous years' data, they demonstrate the Institutes desire to continue to work towards pay equality. It is recognised that meeting a zero gender pay gap is a challenging target when many variables make a noticeable difference in a relatively small workforce.

Our reported mean pay gap of 5.69% (where on average men get paid more than women) and our median positive pay gap of -11.37% (where on average women get paid more than men) is in comparison to the national figures where among full-time employees the gender pay gap in April 2020 was 7.4%, and the gender pay gap among all employees was 15.5%.*

Commitment to equality and good employment

We set out below some of the strategies we are using to achieve our aims.

The Institute continues to carefully monitor its remuneration, carefully looking at market rates, cost of living increases, affordability and focussing on roles which may have previously been undervalued to ensure we strive for greater pay equality.

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 alongside a blended learning approach to widen further participation.

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 monitor 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.

A handwritten signature in black ink that reads "Sister Colette Cronin". The script is cursive and elegant.

Sister Colette Cronin

On behalf of the Trustees

* <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>