

Gender Pay Gap Report

The Brothers of Charity Services in Lancashire.

March 2023

Contents

1. Summary of Gender Pay Data
2. Gender Pay Data
3. Explanatory Narrative
4. Action Plan
5. Written Statement of Accuracy

1. Summary of Gender Pay Data

The mean gender pay gap:- **-11.12 %**

The median gender pay gap:- **-3.48 %**

The mean gender bonus gap:- **-23.33 %**

The median gender bonus gap:- **-16.75 %**

The proportion of male employees receiving a bonus:- **11.86 %**

The proportion of female employees receiving a bonus:- **6.12 %**

The Pay Quartiles:-

Quartile	Male	Female
Lower	32.35 %	67.65 %
Lower Middle	25 %	75 %
Upper Middle	34.75 %	65.25 %
Upper	50 %	50 %

2. Gender Pay Data

- 1.) The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;

In order to calculate this, the Charity has calculated the hourly rate for all full-pay relevant employees and has then calculated the mean hourly rate of pay for males and females.

The mean is the sum of all of the values in a list divided by the number of

values.

Formula:-

$$\frac{\text{Male mean hourly rate for full-pay relevant employees} - \text{Female mean hourly rate for full-pay relevant employees}}{\text{Male mean hourly rate for full-pay relevant employees}} \times 100$$

-11.12%

2.) The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;

As with one above, the Charity has calculated the hourly rate for all full-pay relevant employees but it has then calculated the median hourly rate of pay for males and females.

The median is the middle value in a list where the values are listed in numerical order from lowest value to highest value.

Formula:-

$$\frac{\text{Male median hourly rate for full-pay relevant employees} - \text{Female median hourly rate for full-pay relevant employees}}{\text{Male median hourly rate for full-pay relevant employees}} \times 100$$

-3.48 %

3.) The difference between the mean bonus pay paid to relevant male employees and that of female relevant employees

To calculate the mean bonus pay for relevant employees, the Charity has taken the sum of all bonus payments paid to its relevant employees over the course of the 12 month period ending on 5th April 2019 (“relevant bonus period”). The Charity has then calculated the mean bonus payments made to its relevant male employees and that of its female employees.

Formula:-

$$\frac{\text{Male mean bonus pay for relevant employees} - \text{Female mean bonus pay for relevant employees}}{\text{Male mean bonus pay for relevant employees}} \times 100$$

-23.33%

4.) The difference between the median bonus pay paid to relevant male employees and that of female relevant employees

As with 3 above, only calculating the median bonus payments made to its relevant male employees and that of its female employees.

Formula:-

$$\frac{\text{Male median bonus pay for relevant employees} - \text{Female median bonus pay for relevant employees}}{\text{Male median bonus pay for relevant employees}} \times 100$$

-16.75%

5.) The proportions of male and female relevant employees who were paid a bonus during the relevant bonus period;

In order to calculate the proportion of male and female relevant employees who have received a bonus in the relevant bonus period, the Charity has taken a list of all of the male relevant employees and the female relevant employees who have been paid a bonus in the relevant bonus period and expressed those figures as a percentage.

$$\frac{\text{Number of relevant male employees who were paid a bonus in the relevant bonus year}}{\text{Number of relevant male employees}} \times 100$$

11.86 %

$$\frac{\text{Number of relevant female employees who were paid a bonus in the relevant bonus year}}{\text{Number of relevant female employees}} \times 100$$

6.12 %

6.) The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The Charity has calculated the quartiles using the 4 step method outlined at Regulation 13 of the Regulations and has then expressed the percentage of male and female full-pay relevant employees in each of the quartiles.

Quartile	Male	Female
Lower	32.35 %	67.65 %
Lower Middle	25 %	75 %
Upper Middle	34.75 %	65.25 %
Upper	50 %	50 %

3. Narrative

The Brothers of Charity Services are committed to promoting the values of equality and diversity across the range of our activity including our dealings with outside organizations, contractors and suppliers

We strive to ensure that our practice in employment and the services we provide do not treat people less favourably with regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, gender reassignment, sexual orientation, marital status, pregnancy or maternity, age or disability.

The Service is an equal opportunity employer and is fully committed to a policy of treating all its employees and job applicants equally. This Policy embodies the EU Employment Directives 2003, Equal Pay Act 1970, Human Rights Act 1998 and the Equality Act 2010.

All terms of employment, benefits, facilities and service will be reviewed on an annual basis to ensure that there is no unlawful discrimination on the grounds of race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, marital status, pregnancy or maternity, age or disability.

The Service is committed to equal pay in employment. It believes its male and female employees should receive equal pay for like work, work rated as equivalent or work of equal value. In order to achieve this, the Service will

endeavour to maintain a pay system that is transparent, free from bias and based on objective criteria.

4. Action Plan

As outlined within our Equal Opportunities and Dignity at Work Policy, as an organisation, we are absolutely committed to equality across our workforce and believe that monitoring our gender pay information is central to ensuring everyone is fairly remunerated and enjoy the same opportunities. Increasing transparency around the Charity's gender pay data will enable the Charity to monitor and scrutinise its policies and ensure that it puts in place effective strategies to confront gender pay with a view to ultimately eliminating any gender pay gap from our organisation.

Summary of Gender Pay Data:

• The mean gender pay gap	-	- 11.12 %
• The median gender pay gap	-	- 3.48 %
• The mean gender bonus gap	-	- 23.33 %
• The median gender bonus gap	-	- 16.75 %
• The proportion of male employees receiving a bonus	-	11.86 %
• The proportion of female employees receiving a bonus	-	6.12 %

As an organisation, we have devised an action plan outlining the steps we intend to take over the next 12 months with a view to reducing our gender pay gap.

As such all terms of employment, benefits, facilities and service will be reviewed on an annual basis to ensure that there is no unlawful discrimination on the grounds of race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, marital status, pregnancy or maternity, age or disability in relation to the following Gender Pay Gap Reporting Metrics:

- The mean gender pay gap

- The median gender pay gap
- The mean gender bonus gap
- The median gender bonus gap
- The proportion of male employees receiving a bonus
- The proportion of female employees receiving a bonus

5. Compliance Statement

This Gender Pay Gap Report has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”), calculated using raw data captured from the pay period on the snapshot date of the 5th April 2022 for the 2022 / 2023 Gender Pay Gap Reporting Year. The data in this report relates to the Brothers of Charity Services in Lancashire.

A copy of this report will be published on the Charity’s website and on the specified government website where it will remain accessible to the public at large and all of the Charity’s workforce for a minimum of 3 years.

Toni Brady, Payroll Manager of The Brothers of Charity Services in Lancashire confirms that the information contained within this report has been collected on the snapshot date of the 5th April 2022 for the 2021 / 2022 Payroll Year in accordance with the Regulations and the data contained at section 3 of this report is accurate.



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Signed by

Dated

Darron Grundy, CEO.

6th March 2023.

For and on behalf of The Brothers of Charity Services in Lancashire.