

## Spurgeons Gender Pay Gap on 5 April 2022

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 compassionate, fair and committed, 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 336 colleague employed by Spurgeons in April 2021 only 24 were men. In April 2022 our colleague numbers increased to 339, with 30 men. As our three most senior employees were male at the time of reporting, 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 2022**

Workforce numbers

Total number of employees/casual workers	339
Female	309 (91.15%)
Male	30 (8.85%)

Pay figures

- mean gender pay gap in hourly pay (difference between M & F – M are higher) 26.32%
- median gender pay gap in hourly pay 12.10%

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	5.9% Male 94.10% Female
Lower Middle Quartile	9.41% Male 90.59% Female
Upper Middle Quartile	4.7% Male 95.3% Female
Upper Quartile	15.5% Male 84.5% Female

Explaining the difference

We are encouraged that our gender pay gap has reduced between 2021 to 2022 and that our 2022 gender pay gap is below the 2021 average gender pay gap of 14.9%, national data for 2022 is yet to be released.

At the time of this report our 3 most senior positions were filled by men.

As a comparison here are the results with and without the senior three managers, which reduces our average gender pay gap to 5.79%, which given our workforce profile is encouraging and we anticipate will reduce further in 2023.

Measure	Whole staff group (including 3 senior managers)	Excluding the 3 senior managers (highest paid)
mean gender pay gap in hourly pay	2021 – 28.99% 2022 – 26.32%	2021 – 18.04% 2022 – 12.36%
median gender pay gap in hourly pay	2021 – 15.31% 2022 – 12.10%	2021 – 6.74% 2022 – 5.79%

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

Since this report there has been a significant change to our Senior Leadership team which is now made up of 2 men and 2 woman (or 2 men and 5 woman if you include the extended SLT) which will have a huge impact on the data for our Gender Pay Gap report for 2023.

### **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 7 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. In our February 2023 have your say results 81% of colleagues stated in the last year they had had opportunities to learn and grow.
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 Real 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 2021 which confirmed that the majority of our colleagues were paid at market median and did not highlight any gender bias. We continue to undertake benchmarking for ad hoc roles as required and ensure we are paying within an appropriate range.

**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 e.g. our boys2men programme in Feltham prison is purely staffed by male colleagues due to the nature of the work with male prisoners. We will consider engaging with our more junior male colleagues to gain their views on how we could encourage more men to join Spurgeons. We are also considering whether to partner with MITEY (Men in the Early Years) who support getting more men into early years professions.

**Kate Roberts – Head of People and Culture**

**Ian Soars – CEO**

**Michael Rebeiro - Chair**