

Spurgeons Gender Pay Gap on 5 April 2023

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 be confused with unequal pay. The Charity Commission website comment on this matter is helpful:

“The gender pay gap should not 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 339 colleagues employed by Spurgeons in April 2022 only 30 were men. In April 2023 our colleague numbers decreased to 325, with 22 men. As our most senior employee was 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 2023

Workforce numbers - (excluding anyone who did not receive their full basic pay because they were on leave)

| | |
|---------------------------|-------------|
| Total number of employees | 319 |
| Female | 297 (93.1%) |
| Male | 22 (6.9%) |

Pay figures – (based on gross pay including any regular additional allowances after reduction for salary sacrifice scheme)

- mean gender pay gap in hourly pay (Difference between M & F – M are higher) 16.59%
- median gender pay gap in hourly pay 13.95%

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% Male 95% Female |
| Lower Middle Quartile | 3.75% Male 96.25% Female |
| Upper Middle Quartile | 7.5% Male 92.5% Female |
| Upper Quartile | 11.4% Male 88.6% Female |

Explaining the difference

We are encouraged that our mean gender pay gap has reduced from 26.32% in 2022 to 16.59% in 2023.

However, our median gender pay gap has increased by 1.85% and we believe this is due to a reduction in our male workforce, predominately roles in the lower and lower middle quartile with a total now of only 8.75% across both quartiles.

As a comparison here are the results with and without the CEO (who is male), which reduces our average gender pay gap to 11.38%, which given our workforce profile is encouraging and we aim to reduce this further in 2024.

Our mean gender pay gap in 2023 (when excluding the CEO) is below the 2023 national average gender pay gap of 14.3%.

| Measure | Whole staff group | Excluding CEO (highest paid) |
|-------------------------------------|---|------------------------------|
| mean gender pay gap in hourly pay | 2021 – 28.99% 2022 – 26.32% 2023 – 16.59% | 2023 – 11.38% |
| median gender pay gap in hourly pay | 2021 – 15.31% 2022 – 12.10% 2023 – 13.95% | 2023 – 13.54% |

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

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 women and 6 men 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.

In our February 2023 have your say results, 81% of colleagues stated in the last year they had opportunities to learn and grow. We will continue to look at how we can provide greater opportunities to grow our own leaders within Spurgeons by providing development opportunities.

In our training programmes we also explore management accountability and discretion in terms of exploring feasible reasonable adjustments with their team members to enable a flexible approach to individual's circumstances. This was represented in the survey with 97% of colleagues saying, 'My line manager helps and supports me'. These training programmes are supported by relevant family friendly policies.

We seek to ensure all women, especially those who work part time or have family commitments, are not disadvantaged when it comes to learning opportunities for themselves.

In addition, we offer an online learning platform that offers a wealth of resources that allows people to learn at their own pace and in their own time, which increases opportunity for growth while offering flexibility to fit around other personal commitments.

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 aiming to pay at least the Real Living Wage), and that we seek to minimise pay inequality between the highest and lowest paid employees. Our aim is that we remain no higher than a ratio of 1:5 in terms of the median FTE hourly pay rate (£16.70) and the top salary (£43.44). Currently we are closer to a 1:3 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 (and also in 2024) 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.

We recently conducted a review of benefits which confirmed our benefits proposition aligns to market and are looking at ways to move away from incremental annual salary increases and move towards a performance culture that instils passion for the job.

3. We will encourage the employment of more men, particularly in entry-level positions.

It could be argued that the main reason for our pay gap is that we reflect the sector's pattern of having a largely female workforce. We will continue to 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.

Spurgeons is actively addressing the gender disparity within our frontline workforce. Through initiatives like using neutral language in job adverts and descriptions, we aim to attract diverse talent, based on merit rather than gender. Our recent feature in Jobs and Careers magazine spotlighted the invaluable contributions of our male colleagues, emphasising the crucial role of gender diversity in frontline roles. In collaboration with organisations like

MITEY (Men In The Early Years), we are planning targeted recruitment campaigns to showcase the rewarding nature of frontline positions and broaden our reach to potential male candidates. By leveraging their expertise and resources, we aim to dismantle barriers and create pathways for men to enter and thrive in these vital roles.

Furthermore, our commitment to data-driven insights guides our strategies, as we analyse recruitment data from previous years to identify trends and areas for improvement in attracting male candidates. At Spurgeons, we firmly believe that gender diversity strengthens our ability to provide comprehensive and empathetic support to children and families e.g. our boys2men programme in Feltham prison is purely staffed by male colleagues due to the nature of the work with male prisoners.

4. Ethnicity pay reporting.

We have been working on our ethnicity data to ensure we have the correct information for all colleagues, and this is currently at 93.5%. Our aim is to start reporting on the ethnicity pay gap of our colleagues by April 2025.

Kate Roberts – Director of People and Culture

Ian Soars – CEO

Chris James – Trustee Chair of People and Culture Committee