



Crisis Gender Pay Gap Report

April 2017



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homelessness**

Crisis Gender Pay Gap Report for April 2017

As required by legislation, Crisis now reports on the gap in pay between male and female employees at Crisis. This data is taken from all staff on the payroll as at 5 April 2017, including those on permanent, temporary, annualised hours and casual contracts.

This data was submitted to the UK government on 14 March 2018.

What is the gender pay gap?

The gender pay gap is the measure that shows the difference in average pay between men and women expressed as a percentage of men's pay. This is different to equal pay i.e. women and men receiving the same pay for the same or comparable role. At Crisis, salaries are determined by evaluating the role and benchmarking against comparable roles in the sector and elsewhere in the organisation and we are therefore confident that we do not have equal pay issues.

Gender balance of staff at April 2017:

Female	64%
Male	36%

Overview

The gender pay gap is expressed in two ways:

- Difference in mean hourly rate of pay 5%

Mean pay is the average hourly rate and the mean pay gap is the difference in average hourly rate of pay by gender. Male employees were paid 5% (95 pence) more than female employees when an average hourly rate of pay is calculated. In comparison, the average gap in the UK is 18% based on data published by the Office of National Statistics in 2016.

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- Difference in median hourly rate of pay 0%

Median pay is the midpoint value when all hourly rates are listed from highest to lowest value. The median pay gap is the difference in the middle hourly rate of pay by gender. There was no difference in the median pay between male and female employees.

Commentary

- 503 staff on the payroll at the point the data was collected
- Crisis employs more women (64%) than men (36%) but there are more men in senior roles in the Executive, Fundraising & Corporate Services teams
- Salaries are determined by evaluating the role and benchmarking against comparable roles in the sector and elsewhere in the organisation. Individual performance is not a factor in setting pay
- There are higher numbers of female staff employed outside of London mainly in client facing roles
- Crisis is a Living Wage employer, accredited by the Living Wage Foundation

Bonus pay

- Difference in mean bonus pay 0%
- Difference in median bonus pay 0%
- Percentage of employees who received bonus pay 0%

Commentary

- Crisis does not pay bonuses to any employees

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Employees by pay quartile

	<i>Male</i>	<i>Female</i>	<i>Commentary</i>
Upper quartile	41%	59%	Middle and senior managers across all functions
Upper middle quartile	28%	72%	Includes London client facing staff
Lower middle quartile	36%	64%	Primarily non-London client facing staff and professional staff (below management level)
Lower quartile	38%	62%	Includes retail and café staff, administrators, trainees and some tutors in regional roles

Frances Stainer, Head of HR

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