

Crisis Gender Pay Gap Report for April 2021

Crisis reports on the gap in pay between male and female employees. This data is taken from all staff on the payroll as at 5 April 2021, including those on permanent, temporary, sessional tutor and casual contracts. The data is based on employees' legal gender (as defined by the HMRC) and is therefore limited to reporting on female / male employees and does not extend to other forms of gender identity.

This data was submitted to the UK government on 13 December 2021.

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. We are therefore confident that we do not have equal pay issues.

Gender balance of staff at April 2021:

Female 65%

Male 35%

Overview

The gender pay gap is expressed in two ways:

- Difference in mean hourly rate of pay +1%

Male employees were paid 1% more than female employees when an average hourly rate of pay is calculated. This is 2% higher than April 2020, when men were paid 1% less.

- Difference in median hourly rate of pay -7%

Median pay is the midpoint value when all hourly rates are listed from highest to lowest value. This is 4% less than April 2020.

Commentary

- 735 staff on the payroll at the point the data was collected
- The increase in mean pay for men is due to changes in the distribution of men and women in the middle and lower quartiles as follows:
 - 2% more men in the upper middle quartile
 - 3% less men in the lower middle quartile
 - The percentage of women in upper quartile has increased by 1% but 2% less women are now in upper middle quartile
 - There are now 3% more women in lower quartile
- The biggest changes in average pay between men and women were in Senior Management Team. This is a result of last year's organisational triennial benchmarking exercise and the appointment of another woman in the Senior Management Team.
- Crisis 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. The effectiveness of this approach is evidenced by a consistent mean gender pay gap over the last two years
- 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

The table below shows the percentage of male and female staff that are situated in each quartile

	Male	Female	Commentary
Upper quartile	32%	68%	Junior management through to Senior Management Team
Upper middle quartile	31%	69%	Senior Officers, Advisors, Regional Fundraisers, Case Managers
Lower middle quartile	36%	64%	Coaches, Analysts, Team Leaders, Officers
Lower quartile	41%	59%	Shops and café staff, executive and coordinator roles, trainee roles

Frances Stainer, Head of HR

April 2021