

## **Crisis Gender Pay Gap Report for April 2020**

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 2020, including those on permanent, temporary, sessional tutor and casual contracts.

This data was submitted to the UK government on 5 March 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 2020:

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% less than female employees when an average hourly rate of pay is calculated. This is 2% lower than April 2019, when men were paid 1% more.

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- Difference in median hourly rate of pay -11%

Median pay is the midpoint value when all hourly rates are listed from highest to lowest value. This is the same as in April 2019.

*Commentary*

- 736 staff on the payroll at the point the data was collected
- Crisis employs more women (65%) than men (35%) but there are more men in senior roles in the Senior Management Team. At this point the Director of Corporate Services role was vacant. The median has not changed this year as the proportion of men and women in each quartile has remained consistent, even with a 12% increase in headcount
- The increase in mean women’s pay (compared to men’s pay) is due to 2% more women appearing in the upper quartile. This has coincided with a 2% reduction in women in the lower middle quartile. There has been no change in the proportion of women or men in the lower quartile
- 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

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***Employees by pay quartile***

	<i>Male</i>	<i>Female</i>	<i>Commentary</i>
Upper quartile	31%	69%	Junior management through to SMT. There was one unoccupied senior management team vacancy in April 2020
Upper middle quartile	29%	71%	Senior Officers, Advisors, London Managers/Team Leader roles
Lower middle quartile	37%	63%	Coaches, Tutors, Coordinators, Administration Managers
Lower quartile	44%	56%	Shops and café staff, receptionist, administrative and trainee roles

Frances Stainer, Head of HR

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