

Crisis Gender Pay Gap Report for April 2019

As required by legislation, Crisis 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 2019, including those on permanent, temporary, annualised hours and casual contracts.

This data was submitted to the UK government on 25 March 2020.

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 2018:

Female	65%
Male	35%

Overview

The gender pay gap is expressed in two ways:

- Difference in mean hourly rate of pay 1%

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 1% more than female employees when an average hourly rate of pay is calculated. This is the same percentage as April 2018. In comparison, the average gap in the UK is 9% based on data published by the [Office of National Statistics in 2018](#).

Cont...

- 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. The median pay gap is the difference in the middle hourly rate of pay by gender. There was a -11% difference in the median hourly pay (with the median female employees' pay 11% higher than median male hourly pay). In April 2018 the difference was -6%.

Commentary

- 659 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 and Corporate Services directorate
- The increase in median hourly pay (women paid a higher hourly rate) is due to a significant increase in the number of women who are in the upper middle quartile (+6% compared with last year). The number of men hired into roles in the lower middle or lower quartile has increased, by 1% and 3% respectively
- 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

Cont....

Employees by pay quartile

	<i>Male</i>	<i>Female</i>	<i>Commentary</i>
Upper quartile	33%	67%	Middle and senior managers across all functions
Upper middle quartile	27%	73%	Includes London client facing staff. This quartile also includes senior officers in the Policy & External Affairs directorate
Lower middle quartile	35%	65%	Primarily non-London client facing staff and professional staff (below management level)
Lower quartile	44%	56%	Includes retail and café staff, administrators, trainees and some tutors in regional roles

Frances Stainer, Head of HR

March 2020