



Crisis Gender Pay Gap Report for April 2023

Crisis reports on the gap in pay between male and female employees. This data is taken from all staff on the payroll as of 5 April 2023, 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 22 March 2024.

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 2023:

Female 69% (+2 compared with the % female staff in April 2022)

Male 31% (-2 compared with the % male staff in April 2022)



Overview

The gender pay gap is expressed in two ways:

- Difference in mean hourly rate of pay 0%

For the previous two years male employees were paid 1% more than female employees

- 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 value has improved from -3% to 0% when compared with April 2022.



Commentary

- 720 staff on the payroll at the point the data was collected. The organisation headcount decreased by 87 from April 2022 to April 2023
- We are really pleased to see our mean gender pay remain at 1% or less for the fifth year in a row. This is a testament to the importance that we place on our job evaluation process, and the analytical evaluation approach that we take, ensuring a consistent framework for all of our non-SLT roles. This analyses each role against six non-discriminatory dimensions and considers internal, as well as external salary benchmarking data, before determining a fixed spot salary for the role – ensuring parity between like roles.
- We have established processes in our recruitment policy where our hiring managers are required to form diverse and representative recruitment panels. We have also introduced unconscious bias training that is needed to be undertaken by all panel members before recruiting.
- Crisis is a Living Wage employer, accredited by the Living Wage Foundation
- We however recognise that there is further investigation required to ensure that all our staff are experiencing the same 0% pay gap at Crisis. We therefore commit to advancing our pay analysis over the upcoming year, further evaluating the experience of all staff at Crisis.

Median pay gap closure

- This is the first time that we have a 0% median pay balance since we began reporting. For context in April 2021 our median pay gap was 7% in favour of female staff
- In real terms we have seen the growth in men's median hourly pay at a faster rate compared the increase in female median pay. The below shows the percentage change in Median pay compared with last year:
 - Men = +5.4%
 - Women = +2.0%
- This is a continuation of the trend seen last year. In 2022 men's median pay increase 6.6%, compared with +2.4% for female staff.
- This is highlighted by the decrease in the % of men paid in the lower quartile (which are our lowest paid roles at Crisis), this year men made up 37% of staff within the lower quartile (lowest paid roles). This year it is 34% of staff in this quartile (-3)



Bonus pay - Crisis does not pay bonuses to any employees

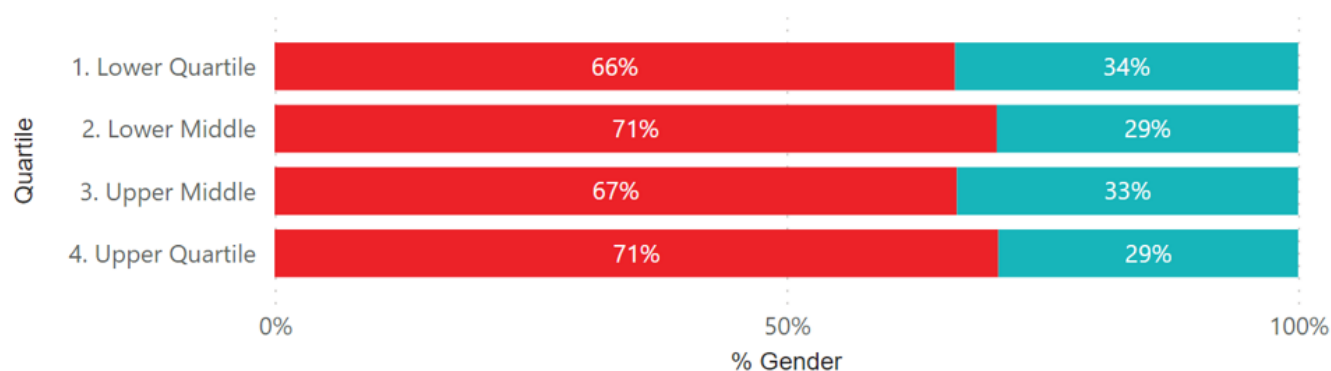
- Difference in mean bonus pay 0%
- Difference in median bonus pay 0%
- Percentage of employees who received bonus pay 0%

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

	Female (%)	Male(%)	Sample of roles
Lower quartile	66	34	Shops and café staff, Executive/Coordinator roles and regional coaches
Lower middle quartile	71	29	London based Coaches, Officer roles and Tutors
Upper middle quartile	67	33	Advisors, Team Leader roles, Senior officers and Analyst roles
Upper quartile	71	29	Junior management through to Senior Management Team.

Gender Distribution Within Quartiles

Legal Gender ● Female ● Male

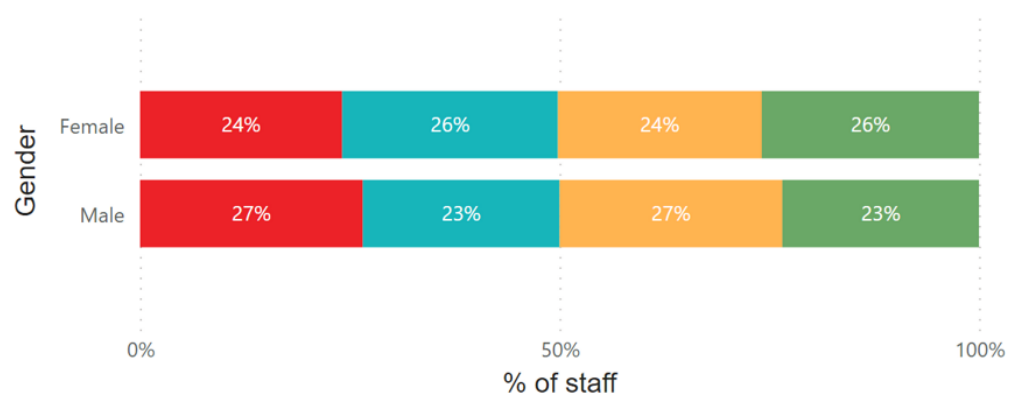


The table below shows the distribution of female and male employees across the quartiles

	Female (%)	Male (%)
Lower quartile	24	27
Lower middle quartile	26	23
Upper middle quartile	24	27
Upper quartile	26	23

Distribution of gender across quartiles

Quartile ● 1. Lower Quartile ● 2. Lower Middle ● 3. Upper Middle ● 4. Upper Quartile



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March 2024.