**Crisis Gender Pay Gap Report for April 2018**

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 2018, including those on permanent, temporary, annualised hours and casual contracts.

This data was submitted to the UK government on 28 March 19.

***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 64%

Male 36%

***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 has reduced from 5% in April 2018. In comparison, the average gap in the UK is 18% based on data published by the [Office of National Statistics in 2018](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018).

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* Difference in median hourly rate of pay -6%

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 -6% difference in the median pay (with female employees paid on average 6% more). In April 2018 the difference was 0%.

*Commentary*

* 643 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 and Corporate Services directorates
* The reduction in the mean gender pay gap (and increase in median pay gap in favour of women) is in part due to hiring more women into roles in the upper quartile (6% **more** women than in 2017 and 6% **less** men)
* 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
* 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***

|  |  |  |  |
| --- | --- | --- | --- |
|  | *Male* | *Female* | *Commentary* |
| Upper quartile | 35% | 65% | Middle and senior managers across all functions |
| Upper middle quartile | 33% | 67% | Includes London client facing staff |
| Lower middle quartile | 34% | 66% | Primarily non-London client facing staff and professional staff (below management level) |
| Lower quartile | 41% | 59% | Includes retail and café staff, administrators, trainees and some tutors in regional roles |

Frances Stainer, Head of HR

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