

Gender pay gap

Report 2018



From April 2017, Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing the difference between the average earnings of all men and all women.

At the reporting date of 5 April 2017, we employed 364 people. 86.3% of these were women and 13.7% were men. The Institute employs significantly more women. Most of our staff are employed in the Care industry where there is lower male representation in the national workforce.

The Institute is publishing the results of six calculations using the hourly pay rates as at 5th April each year. These calculations do not reveal individual salary information.

Median gender pay gap in hourly pay



Women were paid, on average 7.9% less than men

Mean gender pay gap in hourly pay



Women were paid, on average 4.8 % less than men.

The Median and Mean gender pay calculations both show that on average female staff have lower pay than male staff. This is due to the slightly larger proportion of male staff in higher paid roles in the Institute.

Bonus Payments

The Institute of Our Lady of Mercy does not pay bonuses to any staff and is therefore not reporting the median or mean data or the proportion of males and females receiving a bonus payment, as this is not applicable.

Proportion of males and females in each pay quartile

We can better understand the gender pay gap when we analyse all male and female roles across the Institute and divide them into four pay bands. The lowest rates of pay are in the first quartile and the highest in the fourth quartile.

	First Quartile	Second Quartile	Third Quartile	Fourth Quartile
Men	8%	8%	15%	19%
Women	92%	92%	85%	81%

The pay quartiles show a high proportion of females across the full pay range. While the third and fourth quartiles remain predominantly female, the relatively moderate increase in male staff is generating a gender pay gap.

Commitment to equality and good employment

Although the Institute's gender pay gap is lower than the reported national median average of 9.1%*, we are committed to examining ways in which we can close the gap further.

We reviewed our rates of pay in the second half of 2017 and made some changes to our pay scales to reward roles which may have been previously undervalued. Several historic anomalies were addressed in the review and this will help to support achieving pay equality in future years. It is expected that further harmonisation of pay rates in 2018 and 2019 and careful evaluation of starting salaries will reduce the gender pay gap over time.

Although the percentage of females occupying jobs in the upper pay quartiles remains high, including senior roles in education and care, it is between 7% and 10% lower than in the 1st and 2nd pay quartiles. The Institute will work to understand the reasons for this difference and consider what positive action can be taken to increase the number of female staff occupying jobs in the upper pay quartiles. This work will initially focus on the recruitment, selection, training and development of staff and seek to identify and remove any barriers to any job roles which are in the upper quartiles.

It is important to note that a gender pay gap is different to equal pay. Unequal pay is unlawful, and a gender pay gap is not. There are many causes of a gender pay gap, some of which are not in the control of an employer. Equal pay deals with the pay differences between men and women who carry out the same roles, similar jobs or work of equal value. The Institute will continue to monitor both the gender pay gap and rates of pay to ensure equality for both men and women carrying out work of equal value.

In the broader context of being a good and competitive employer, the Institute recently introduced a new staff benefits scheme to help reduce the cost of daily living expenses. We have also increased holiday entitlements and introduced a child care voucher scheme to complement our new rates of pay.

On behalf of the Institute, I wish to reiterate our commitment to equality of opportunity for job applicants in any role and our desire to be a fair employer, rewarding staff irrespective of gender or identity.

A handwritten signature in black ink that reads "Sister Colette Cronin". The script is cursive and elegant.

Sr Colette Cronin

On behalf of the Trustees

*Source: In April 2017, the gender pay gap based on median hourly earnings for full-time employees decreased to 9.1%, from 9.4% in 2016.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>