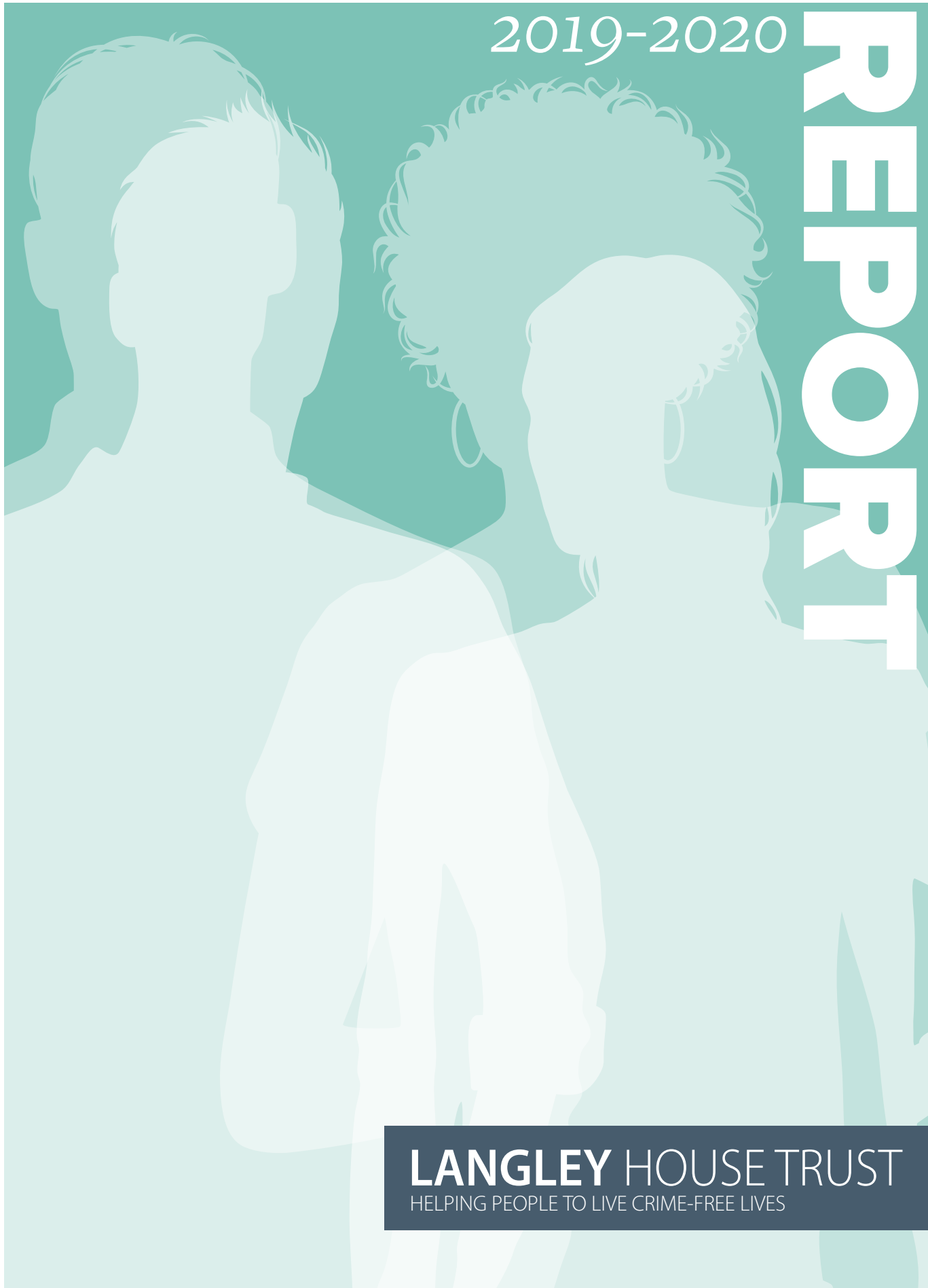


GENDER PAY GAP

2019-2020

REPORT



LANGLEY HOUSE TRUST

HELPING PEOPLE TO LIVE CRIME-FREE LIVES

CEO'S STATEMENT



Now we've grown as a Group to more than 250 employees, we will be publishing a gender pay gap report each year to share what this means for us. We have looked at our pay information on the snapshot date of 5th April 2020 and are now pleased to share with you

- The difference between the mean and median hourly pay rates and bonuses of male and female employees
- The proportion of male and female employees receiving bonuses in each pay quartile.

I am proud to present this report which clearly shows our Group's commitment to achieving consistent pay across genders, and our plans to continue to strengthen our approach. This is part of the Group's ethos and values.



Christ centred

**CHRIST AT THE
HEART OF ALL
WE DO**



Respectful

**WE ARE
RESPECTFUL FOR
EVERY PERSON**



Responsible

**WE WILL LOOK
AFTER THOSE IN
OUR CARE**



Visionary

**WE SEE YOUR
FUTURE, NOT
YOUR PAST**



Integrity

**STRONG,
PRINCIPLED AND
FOREVER HONEST**

INTRODUCTION

Gender pay gap reporting became a mandatory reporting requirement for the Group when the number of staff employed grew to more than 250. On the relevant date, the Group had 165 female and 93 male staff.



ASSUMPTIONS

A number of assumptions need to be made in order to calculate the statistics. These include:

- Holiday pay for holiday buybacks for March due to COVID-19 are not included as these are not regarded as usual full pay
- Holiday pay due to overtime is not included as it is not regarded as usual full pay as overtime is excluded from the definition
- A refund for a staff member's holiday flat in April was excluded, but the staff member was included as a full-pay relevant worker
- Usual pay included both medical and car allowances where applicable
- For Relief Workers who have variable pay, their pay prior to the snapshot date was included in line with the guidelines, therefore the figures do not include the impact of the pay increase effective from 1st April 2020 for these staff.

THIS IS WHAT WE FOUND:

3%

Mean gender pay gap in hourly pay is 3%:

There is a difference of 3% between male and female mean hourly pay.

0%

Median gender pay gap in hourly pay is 0%:

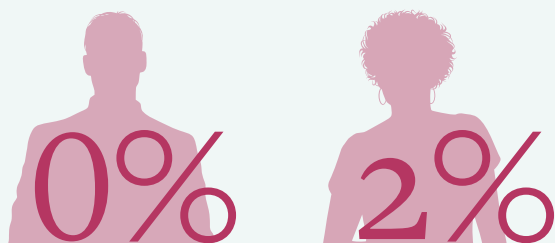
The Group median gender pay gap of 0% shows no difference between male and female median hourly pay.

Mean bonus gender pay gap:

Only three staff members, who were all female, received a bonus in the form of a voucher (average value £18.33) through the Chief Executive's reward scheme for the year. The mean bonus gender pay gap is therefore £18.33.

Median bonus gender pay gap:

Only three staff members, who were all female, received a bonus in the form of a voucher through the Chief Executive's reward scheme for the year. The median bonus gender pay gap is £20.



Proportion of males and females receiving a bonus payment: 0% of males and 2% of females received a bonus in the form of a voucher through the Chief Executive's reward scheme for the year.

Proportion of males and females in each pay quartile: Pay quartiles are based on the Group's pay only. To work out quartile statistics, pay is ranked in order, divided into quartiles for each gender, then the % of men v women falling into these four parts is measured.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	44%	30%	42%	34%
Female	56%	70%	58%	66%

HOW WE COMPARE

78%

of reporting employers stated that median hourly pay was higher for men than for women in their organisation

14%

of reporting employers stated that median hourly pay was higher for women in their organisation

In 2018/19, 78% of reporting employers stated that median hourly pay was higher for men than for women in their organisation, while 14% of employers stated median hourly pay was higher for women. The Group mean gender pay gap of 3% compares favourably with these, showing a smaller difference between male and female mean hourly pay.

Interestingly only 8% of employers stated that median hourly pay was the same for women as for men. The Group median gender pay gap of 0% shows an ideal no difference between male and female median hourly pay.

Across all reporting employers in 2018-19 businesses with 250-499 employees reported that 34.8% of men and 33.8% of women received bonuses. For the Group with bonuses only paid to three staff during the year, all being female, the difference between the proportion of male employees receiving bonuses (0%) and female employees receiving bonuses (2%), is 2%.

SUMMARY

We are pleased to report a healthy mean and median gender pay gap compared to other organisations. Bonus data is based on a very small sample of three. Next year this will include the staff gifts in 2020/21 which went to all staff to thank them for their help during the pandemic.

Actions for continuous improvement during 2021-22:

Promotion of the Chief Executive's reward scheme across the Group to reward more staff of both genders and to address the small gender bonus difference.

Explore our pay quartile gender information to understand the differences and see if any action is needed.

LANGLEY HOUSE TRUST

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