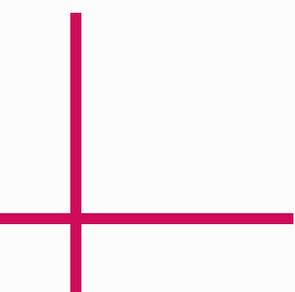


JRF | JRHT



Gender Pay Gap Statement 2020



Introduction

We are pleased to publish the combined Gender Pay Gap data for both the Joseph Rowntree Foundation (JRF) and the Joseph Rowntree Housing Trust (JRHT). The total number of employees for JRF and JRHT is 809.

JRHT is a registered housing association and care provider with a total of 649 employees, of which 510 staff are employed within the Care Services. JRF is a social change organisation and employs 160 employees.

Joseph Rowntree Foundation and Joseph Rowntree Housing Trust are committed to promoting equality of opportunity with our staff, residents and stakeholders. We continue to increase the diversity of our workforce and networks to make us stronger and more effective. We know that having a diverse workforce that represents the communities we serve will enable us to provide better solutions and services and so help us to deliver our strategic vision.

We are an accredited Real Living Wage Employer and apply an annual cost of living award to all staff.

We strive to create an inclusive and supportive working environment that provides opportunities for everyone, in line with our Equality and Diversity statement and our organisational values of "We are built on trust", "We show we care" and "We make a difference".

Gender Profile



22.87%
of our
staff are
male

77.13%
of our
staff are
female

**MEDIAN PAY
GAP**

16.3%

Male Median = £12.02
Female Median = £10.06

MEDIAN = The difference between the mid-points in the ranges of men's & women's pay.

**MEAN PAY
GAP**

15.7%

Male Mean = £15.25
Female Mean = £12.86

MEAN = The difference between the average of men's & women's pay.

Results of Gender Pay Gap Audit

In order to produce our Gender Pay data we are required to carry out six calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing individual employees' data.

Our results are published on the Government's website, as well as our own. The data used for our results was taken from our payroll system on a snapshot date – 5 April 2020.

The mean difference between the pay of Male and Female employees in our organisation is 15.71% and the median is 16.31%.

The data shows our overall mean and median gender pay gap based on hourly rates of pay in the year up to the snapshot date of 5th April 2020.

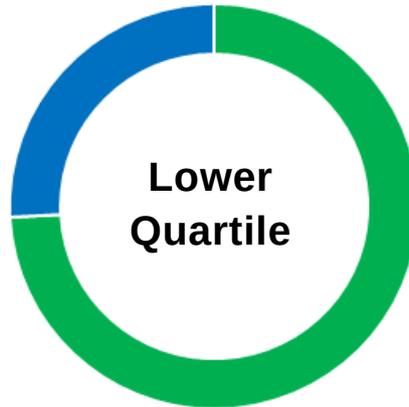
The contractual Care staff night allowance for new joiners has been removed since we last reported which has affected the median gap. The median range this year reflects the removal of this allowance and the comparable figures are outlined below.

The median hourly rate in 2019 was 10.72% (inclusive of contractual night allowance) & 16.45% (without contractual night allowance). The median rate for 2020 was 16.31%. (Actual like for like difference shows a reduction of 0.14%). The gap for the mean hourly rate was 17.68% (inclusive of night allowance) & 17.99% (without the night allowance) in 2019. The mean rate in 2020 is 15.71%. Therefore, for comparison, the actual like for like difference in the mean rate shows a positive reduction of 2.28%.

There has not been any significant change in the proportions of males and females in the four quartile brackets from 2017 to 2020. The organisation employs more females than males, 77.13% females and 22.87% males. In the largest part of our organisation, care services, 86.66% are women; this is typical within the care sector.

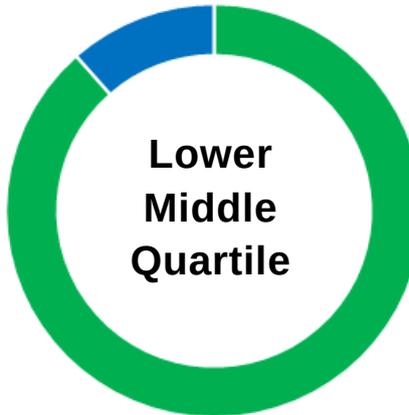
Pay Quartiles

MALE
25.84%



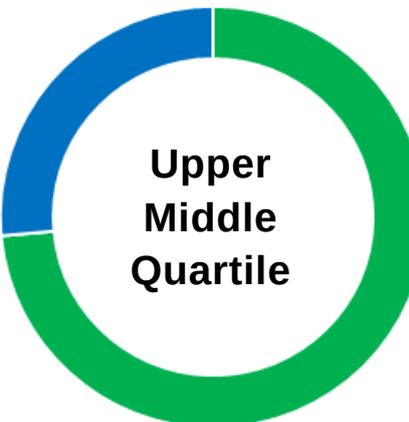
FEMALE
74.16%

MALE
11.52%



FEMALE
88.48%

MALE
26.42%



FEMALE
73.58%

MALE
32.51%



FEMALE
67.49%

Summary and Actions

We are proud to have men and women represented at all levels of seniority in the organisation.

At 5 April 2020 our Executive Director team, consisted of 3 females and 1 male and our wider Leadership team has an equal distribution between males and females.

We know that our organisational gap is reflective of wider societal norms where significantly more females are employed in social care roles. We are determined to shift this balance with a focus on how we can attract more males into roles of this type.

We are committed to continuously increasing the diversity of our workforce and this is reflected in our People Strategy activity. We continually promote awareness and inclusion and provide training throughout the organisation. Our Diversity and Inclusion action plan was implemented and embedded across the organisation in 2019 and we are developing a broader strategic focus on our work in this area for the rest of 2020 and beyond.

We continue to review our reward offer and there are plans to implement a reward strategy as part of our People Strategy. This will further strengthen our fair and transparent approach to rewarding staff. To support this work, our performance review process has continued to embed well across the organisation providing a transparent performance management framework which will provide the foundations as we develop our approach to reward and career development in the future.

Summary and Actions - Continued

We are continually reviewing our recruitment and selection practices to ensure we are targeting and attracting a more diverse pool of applicants and ensuring our selection methods are open and transparent and are free from bias.

In response to the COVID-19 pandemic we have made significant progress with our approach to agile working and the technology to support this with many staff working from home where their job allows them to do so. In addition we promote compressed and variable hours, flexible working hours, part-time and job share where we can make this work. We will enhance this further with our future ways of working that provides a modern and flexible environment for people to flourish.

We will appraise our data to gain an even more detailed understanding of the steps that we can take to reduce our gender pay gap. We will also continue to ensure our policies and processes are inclusive and innovative.

I confirm that this data is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and to the best of our knowledge and belief, is a true reflection of our workforce.



Paul Kissack
Group Chief Executive



Claire Townson
Director Of Corporate Services