

Joseph Rowntree Foundation and Joseph Rowntree Housing Trust  
2018 gender pay gap report

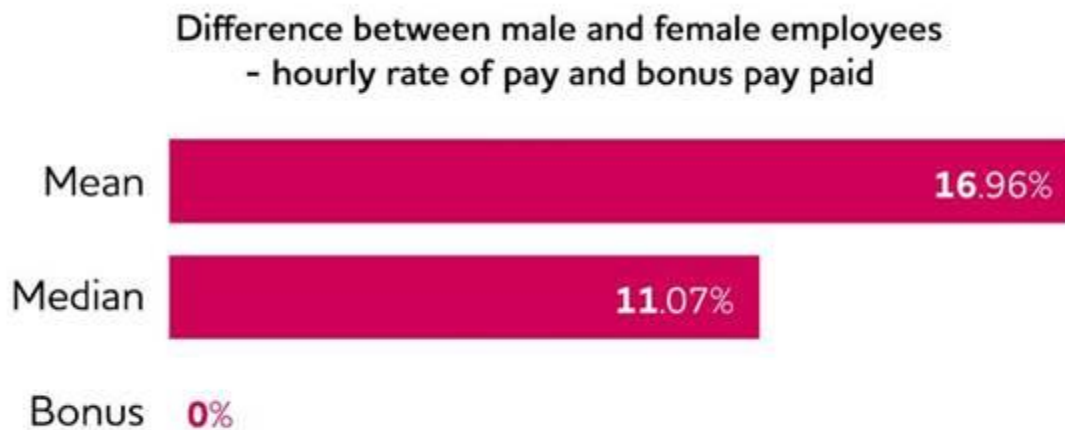
We are an accredited Living Wage Employer and we reward all of our staff fairly for their contribution, regardless of gender.

As we employ more than 250 people, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and to publish our data. We are publishing the combined data for both the Joseph Rowntree Foundation (JRF) and the Joseph Rowntree Housing Trust (JRHT). The total organisation headcount is 777, of the total staff population 651 staff work in JRHT, of which 496 staff are employed within our care services teams, and 142 within our housing services teams.

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 2018.

Our results show the following:



The data above shows our overall mean and median gender pay gap based on hourly rates of pay in the year up to the snapshot date of 5<sup>th</sup> April 2018. In comparison to 2017, we can report that the gap has closed on the median hourly rate by 3.21% falling from 14.28% (2017) to 11.07% (2018). The gap for the mean hourly rate has stayed relatively static at 16.74% (2017) and 16.96% (2018).

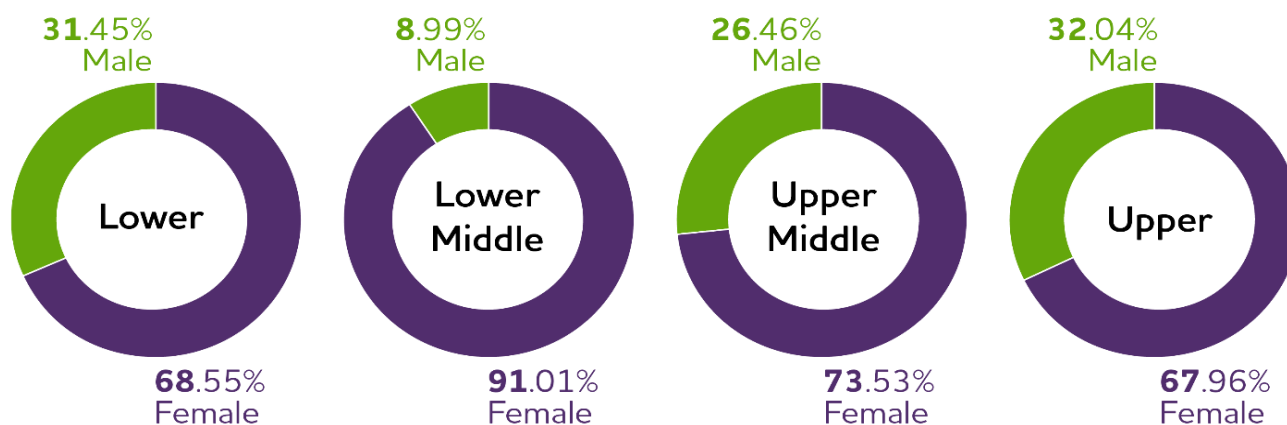
The data also shows the mean and median difference between bonuses paid to male and female employees. There continues to be no gap because bonuses, in the form of Thank-You Vouchers, all have a fixed amount which is consistent for all employees who receive them.

## Proportion of employees awarded a bonus in 2018



As a proportion of population, the proportion of employees awarded a bonus shows a fairly even split across Male and Female, with a slightly higher proportion of the male population receiving thank-you vouchers.

## Proportions of staff in each pay quartile bracket



There has not been any significant change in the proportions of males and females in the four quartile brackets from 2017 to 2018. The organisation employs more females than males, 77.22% females and 22.78% males. In the largest part of our organisation, care services, 88.71% are women; this is typical within the care sector.

### Summary and Actions

We are proud to have men and women represented at all levels of seniority in the organisation. At 5 April 2018 our executive director team, consisted of 2 females and 2 males (a further female has since joined this team in 2018) and our senior leadership team, consisted of 4 females and 6 males. We are aware, however, that because care services are a female dominated profession, and largely in the lower pay quartiles, this does impact on the mean and median pay calculations for women.

We are committed to continuously increasing the diversity of our workforce and this is reflected in our People Strategy activity. In 2018, a Diversity and Inclusion action plan was developed and will be implemented from 2019.

A review of our reward offer was under taken in 2018 and as a result of this there will be a programme of activity to further strengthen a fair and transparent approach to rewarding staff.

*In 2018, we delivered a refreshed performance review process that will support the development of a transparent performance management framework that will link into career development and succession planning in the future. In 2019, we will continue to build good practice and process through training and staff engagement.*

*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.*

*We encourage flexible ways of working and our policies support this. The organisation undertook a technology review in 2018 and the strategy developed from this will be implemented from 2019. This will support us to become more modern in our ways of working and will help us to be able to give staff the environment required to work more flexibly.*

*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 processes are inclusive and innovative. We strive to create an inclusive and supportive working environment that provides opportunities for everyone in line with our equality and diversity statement.*

*I confirm that this data, to the best of my knowledge and belief, is a true reflection of our workforce.*

A handwritten signature in black ink, appearing to read 'Campbell Robb', written in a cursive style.

**Campbell Robb**  
Chief Executive Officer