

# GENDER PAY GAP REPORT

## What is the gender pay gap?

Following changes to equality regulations in 2017, all organisations with 250 or more staff are required to publish data on their gender pay gap on an annual basis.

The gender pay gap is concerned with the differences in the average pay between men and women, no matter what their role is. This is not the same as equal pay, which looks at the pay differences between men and women who carry out the same or similar jobs.

This is CLIC Sargent's report for the snapshot date of 5 April 2017.

## Mean Gender Pay Gap: 11.1%

*% difference in the average salary within the organisation for each gender*

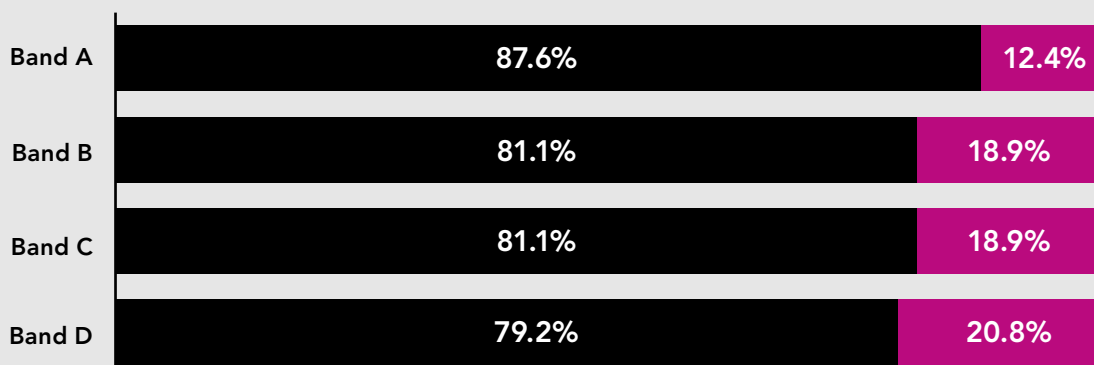
## Median Gender Pay Gap: 7.2%

*% difference in the middle salary point within the organisation for each gender*

There are no bonuses paid at CLIC Sargent, so the median and mean gender bonus pay gap is 0%.

## Gender distribution across pay quartiles

Lowest paid quartile



Highest paid quartile

■ Female ■ Male

The proportion of men and women across the pay quartiles is largely consistent, and reflects our organisational gender profile which is 4:1 female to male employees.

This is with the exception of employees in the lowest paid quartile where there is a higher proportion of female to male than in the other quartiles.

### What's causing our gender pay gap?

The key factor affecting our gender pay gap is the higher representation of women in our lower salaried roles, for example in social care and retail. When recruiting, we currently find that interest in these roles tends to be predominantly female.

This reflects employment trends within national UK society, such as more women working part-time, and a higher proportion of women working in the care sector in lower paid roles. You can find out more information about this from the Office of National Statistics [here](#).

We also have a very slightly higher (2%) representation of men in higher salaried roles.

### Our commitments

CLIC Sargent's gender pay gap is well below the national average which was reported as 18.1% in 2016. But we are not complacent, and when we develop our people strategic plan this year we will look at strategies to reduce this gap as part of our commitment to equality, diversity and inclusion.

We are confident that CLIC Sargent's approach to pay supports fair treatment and reward of staff irrespective of gender (or any other protected characteristic). We have carried out significant work to ensure our pay structures are clearly defined, with clear levels and job evaluation processes. This gives us assurance that our staff are paid fairly for equal work.

We will also continue to ensure our policies and processes support a positive impact on the gender pay gap. Our pay and recruitment processes are already monitored and designed to ensure equality of opportunity irrespective of gender, and we will continue to make sure this is the case.

**YOUNG LIVES**  
**vs CANCER**  
**CLIC SARGENT**