

GENDER PAY GAP REPORT 2018

This is CLIC Sargent's Gender Pay Gap report for the snapshot date of **5 April 2018**.

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.

Mean Gender Pay Gap: 8.7%

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

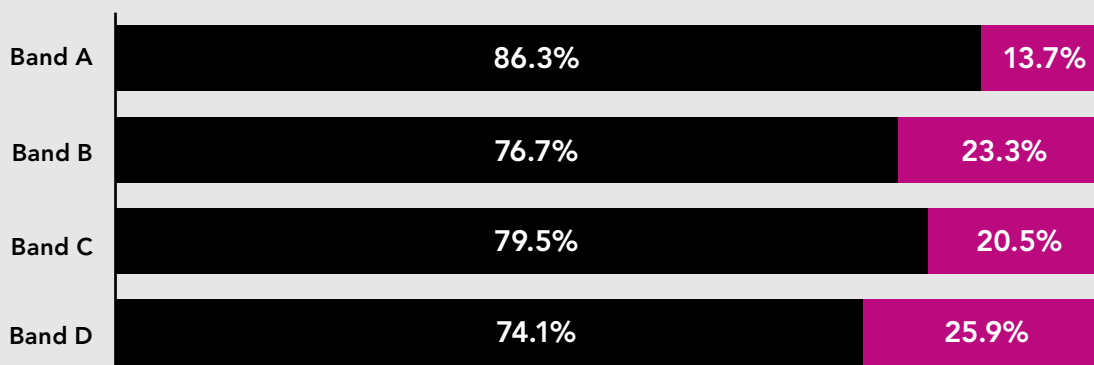
Median Gender Pay Gap: 6.5%

% 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

We are pleased that there has been a reduction in both our mean and median gender pay gap since 2017. Last year's full figures for comparison can be found in our [2017 report](#).

The distribution of gender across the pay quartiles remains at a fairly consistent ratio, although the proportion of men has increased in all quartiles since 2017. It remains broadly in line with our overall gender ratio of approximately 4:1 female to male. This is with the exception of employees below the lower quartile where there is a higher proportion of female to male than in the other quartiles.

Factors affecting our gender pay gap

The key factor affecting our pay gap report remains 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, reflecting employment trends in national UK society. You can find out more information about this from the Office of National Statistics [here](#).

There is also a slightly higher proportion of men in higher salaried roles.

We are confident that CLIC Sargent's approach to pay supports fair treatment and reward of staff irrespective of gender. Our pay structures are clearly defined, with clear levels and job evaluation processes. This gives us assurance that our pay processes are objective and do not negatively impact anyone based on their gender (or any other protected characteristic). The fairness of our pay systems has been demonstrated in seeing that whilst we have had an increase in the proportion of men in every pay quartile, our mean and median pay gaps have reduced.

A key driver in the decrease of our gender pay gap is our ongoing commitment to the Living Wage Foundation, which has reduced the gap between our lowest paid staff and the next pay quartile.

Our commitments

As well as continuing to pay our lowest paid staff at the rates set by the Living Wage Foundation, we also commit to monitor and improve the following areas:

Career progression: between April 2017 and April 2018; 82% of internal promotions were female and 18% male. This is aligned to our overall gender ratios but we will continue to focus on ensuring equity of opportunity for career development including:

- Monitoring numbers of males and females attending our management development programmes
- Continuing to track internal promotion figures as part of our internal KPI reporting

Our flexible working practices and wider commitment to diversity: in 2017 our staff survey showed positive reactions to these areas but still with room for improvement and increased engagement.

- 68% of staff agreed they are happy with the flexible working practices at CLIC Sargent. We will look to increase this by increasing the understanding and consistency of our practices, through management development, clearer access to policies and information, and making our policies clearer so that we can be confident that flexible working is not a barrier to promotion and career development.
- 66% of staff agreed that diversity is valued at this charity. We will seek to increase this through the visibility of our current diversity and inclusion agenda as well as development of our next strategy which will clearly outline our diversity commitments to 2025.