



## Gender Pay Gap Report April 2019

Our vision is 'to ensure excellence is embedded in all that we do' and our purpose is 'working for the common good by enabling people to develop to their personal potential'.

St Cuthbert's Care does not discriminate on the grounds of gender and complies with the Equality Act. We are committed to working to our Dignity at Work policy.

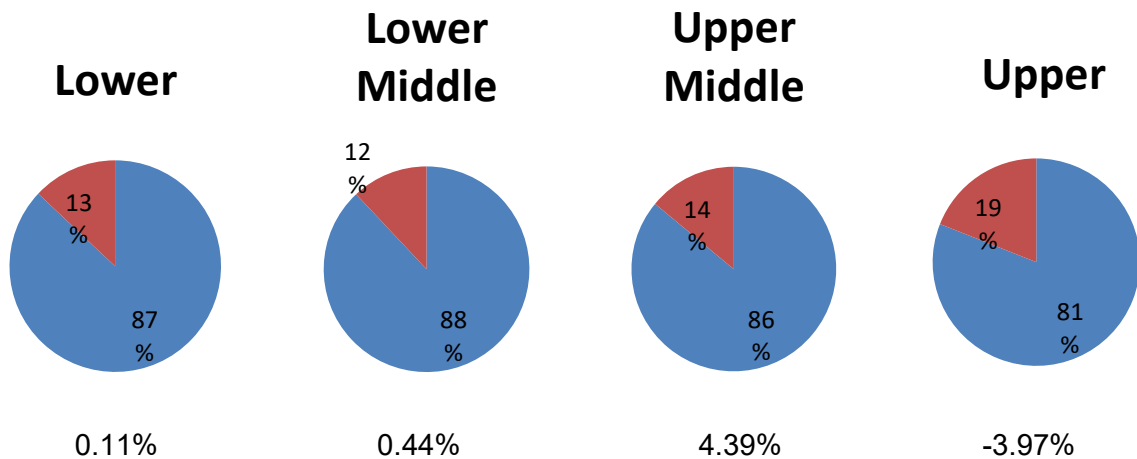
We are a real Living Wage employer – the first regional charity in the North East, delivering adult social care as part of their work, to be accredited by the Living Wage Foundation.

The St Cuthbert's Care workforce consists of significantly more females than males: 86% & 14% respectively (2018: 84% & 16%). This profile reflects the nature of the care sector. All employees receive a salary according to our pay scales which is reviewed on an annual basis and agreed by our staff association group and board of trustees. All employees are paid the same rate for work of equal value regardless of gender.

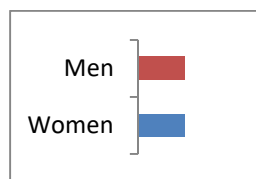
### Pay Gap – difference between female and male employees

	Mean	Median	
Hourly fixed pay	-4.54%	-12.98%	
Bonus paid	n/a	n/a	No bonuses paid to either

### Pay Quartiles



This shows the average (mean) pay gap between men and women's contracted hourly pay for each quartile. The aggregation of different roles within the pay quartiles obscures the fact that the charity pays both men and women equally for the same roles.



St Cuthbert's Care is a charity established by the Catholic Church that works for the common good

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