



Gender Pay Gap Report April 2024

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.

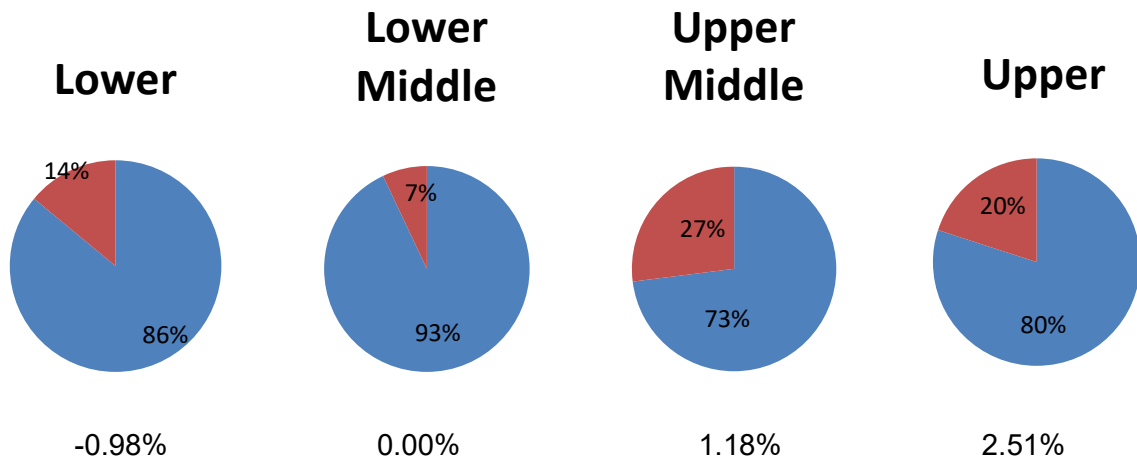
We are an Accreditation real Living Wage Foundation employer.

The St Cuthbert's Care workforce consists of more females than males: 83% & 17% respectively (2023: 84% & 16%). This profile reflects the care sector generally. All employees receive a salary according to our pay grades which are reviewed on an annual basis following consultation with our staff association group and agreed by the board of trustees. All employees are paid the same rate for work of equal value regardless of gender.

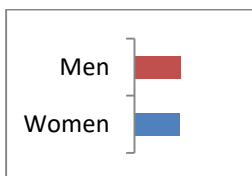
Pay Gap – difference between female and male employees

	Mean	Median	
Hourly fixed pay	-3.54%	-8.48%	
Bonus paid	n/a	n/a	No bonuses are paid to either

Pay Quartiles



This shows the average (mean) pay gap between women and men'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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