

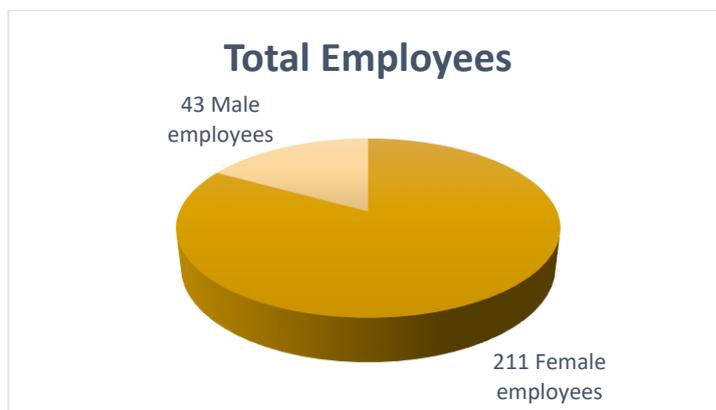
The Sacred Heart Sisters 1983 Charitable Fund

Gender Pay Gap Report April 2018

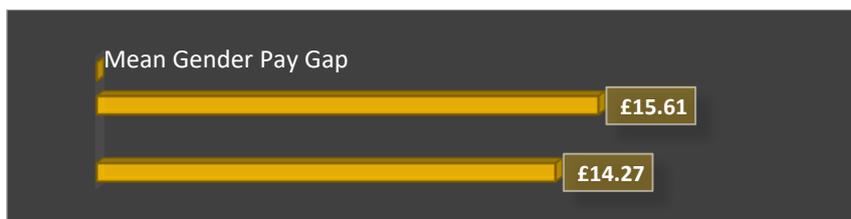
Gender Pay Gap Reporting shows the difference between the average earnings of men and women in an organisation regardless of seniority. This does not look at equal pay for men and women in the same employment with the same job.

From April 2017, reporting this information in the UK became a requirement for all employers with more than 250 employees. Part of this reporting process requires the employer to publish six calculations using hourly pay rates at 5th April each year. We were not required to report in 2017 as we did not have more than 250 employees.

At the reporting date of 5th April 2018 The Sacred Hearts Sisters employed 254 staff members of which 211 (83%) were female and 43 (17%) were male, we therefore employ significantly more women throughout our organisation.



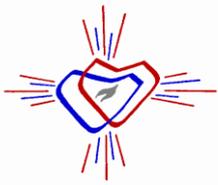
Mean Gender Pay Gap in hourly pay, women were paid on average 8.56% less than men:-



Median Gender Pay Gap in hourly pay, women were paid on average 11.91% less than men



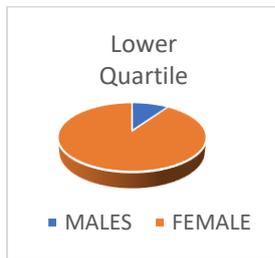
As the required data does not look at male and female roles and the equivalent pay rates for those roles, we do not feel we it gives a true picture of our organisation and our pay rates. We employ significantly more female than male employees. Due to the nature of our work, many of our employees in the lower 2 quartiles are part time, which tends to be more attractive to female workers, we therefore believe this is a large factor of the pay gaps reported above.



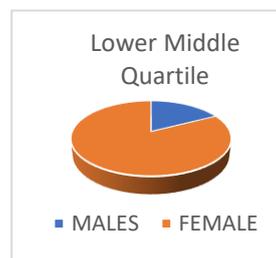
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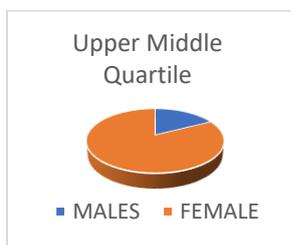
Proportion of Males and Females in each pay quartile:-



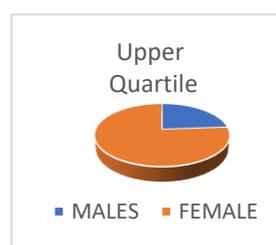
90% Females
10% Males



83% Females
17% Males



83% Females
17% Males



76% Females
24% Males

Regarding the Gender pay gap highlighted, we shall continue to monitor this, however we hope that an extract from our statutory accounts reflect the work undertaken to ensure our pay scales are fair and based on employment type and relevant roles:-

“The pay of the Principal and Headteachers of the schools is reviewed by the governors and is based on the School Teachers Pay and Conditions Document and Statutory Regulations affecting the employment and conduct of teaching staff, and for associate staff the National Joint Council for Local Government Services Terms and Conditions.

In the case of the manager of the care home and the nurses and therapists at our care home, the rates of pay are in line with the relevant post on the NHS Whitley Council scales. In view of the nature of the needs of the care home and the national shortage of nurses and care staff, the trustees pay slightly above the pay rate for similar jobs in similar charitable nursing homes in the immediate locality.

On reviewing the current pay scale in place for all other jobs within the charitable institutions operated by the trustees (NJC) it was deemed that the scale is best suited to schools and therefore some roles do not fit into this pay scale. The Leadership Staff and some new employees have therefore not been placed on this pay scale.

Instead, a benchmarking exercise has been undertaken to ascertain the salary range of comparable posts in similar charitable organisations in the immediate locality. This is to ensure the salaries paid to the employees are in accordance with similar jobs in the charitable sector.

We are pleased to report the top 9 highest paid staff members are female, supporting the fact we employ staff members based on their experience, skills and qualifications and pay appropriate to the role whether the employee is a male or female.

Gender Pay Report 2018 Approved by Trustees

Signed as Approved by Sr Lorna Walsh