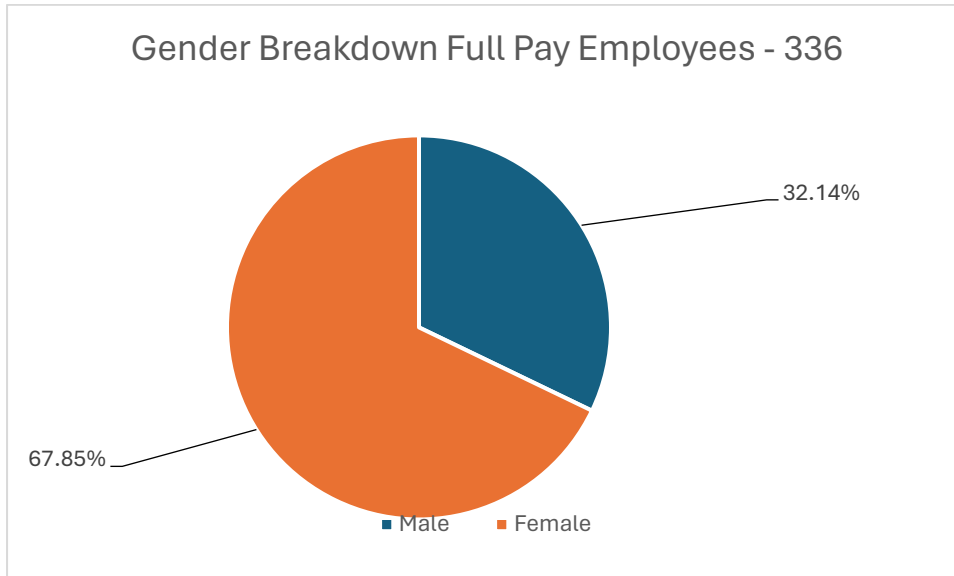


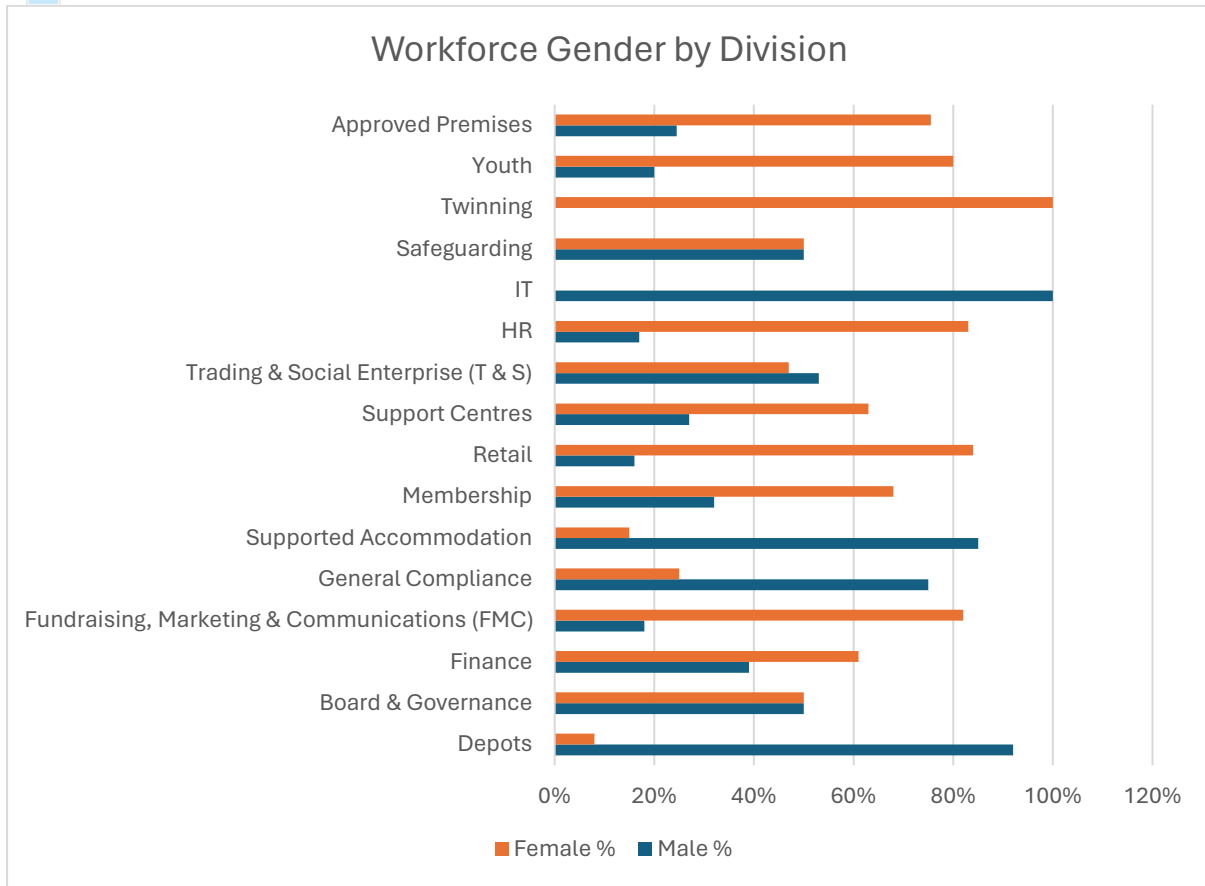


SVP Diversity Workforce Data 2023

Workforce Data

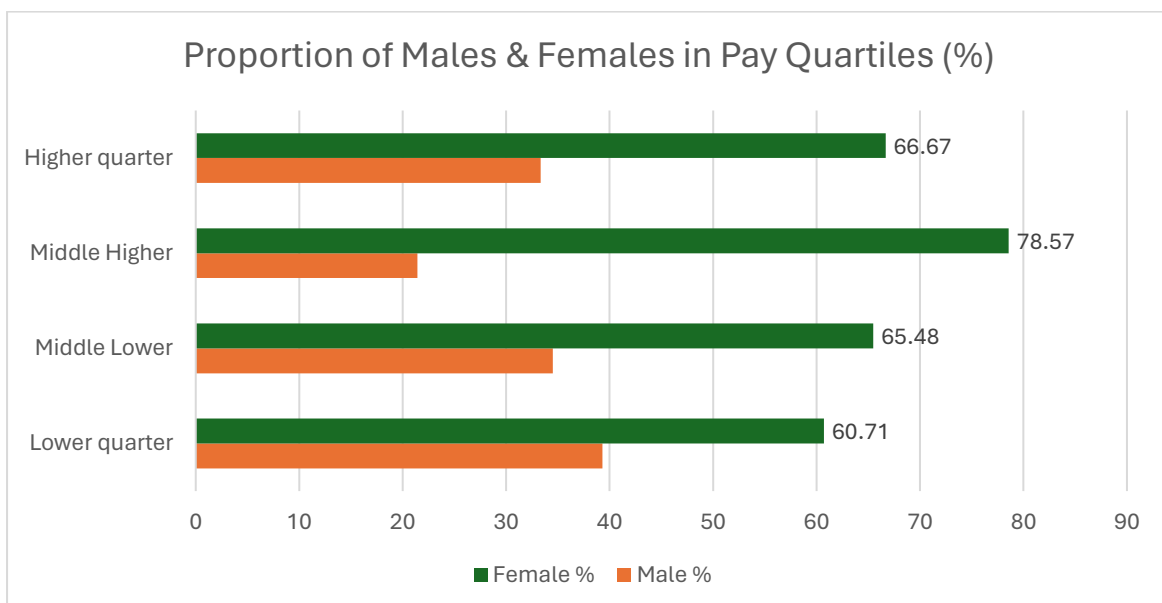


Division	Number of Workers	Total Distribution %
Depots	13.00	3.86
Board & Governance	2	0.59
Finance	13	3.86
Fundraising, Marketing & Communications (FMC)	17	5.05
General Compliance	4	1.19
Supported Accommodation	7	2.08
Membership	25	7.44
Retail	103	30.65
Support Centres	57	16.96
Trading & Social Enterprise (T & S)	30	8.92
HR	6	1.78
IT	2	0.59
Safeguarding	2	0.59
Twinning	1	0.29
Youth	5	1.48
Approved Premises	49	14.58
TOTAL	336.00	



Gender Pay Gap Report

Difference between Men and Women		
	Mean	Median
Pay Gap	0	-1.54%
Bonus Gap	32.22%	32.22%





Written Statement

The CEO of the St Vincent de Paul Society (England and Wales), Elizabeth Palmer, confirms that the information is accurate as at the time of publishing.

Narrative

This report sets out the SVP's workforce data and gender pay gap for April 2023. The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

The snapshot date for data in this report is the 5th April 2023. The workforce is defined as all paid staff contracted by the St Vincent de Paul Society including employees and casual workers and is made up of 347 workers (112 males and 235 females) at the time of analysis of which 336 workers were full pay employees.

The Office for National Statistics for April 2023 reported that the gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%. There remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years.

Compared with lower-paid employees, the gender pay gap among higher earners is much larger, however this difference has decreased in recent years. The gender pay gap has decreased across all major occupational groups between 2022 and 2023. The gender pay gap in skilled trades occupations remains the largest of the major occupational groups, however, it has also decreased by the largest amount over the past years. The gender pay gap among full-time employees is higher in every English region than in Wales, Scotland or Northern Ireland.

NCVO reports that on average, women working in charities earn 7% less than men working in charities. This includes institutions such as independent schools and universities with charitable status, which do influence these headline figures.

The SVP has a negative median pay gap of -1.54% which shows that overall male staff are paid slightly less than female staff. In reality this means that there is a higher proportion of female workers compared to male staff within the SVP. This reflects our on-going commitment to family-friendly policies including promoting flexible working, varied working patterns and home-working as well as enhanced family leave.

In the fourth quarter of 2023, the employment rate for men aged between 16 and 64 in the United Kingdom was 78.1 percent, while for women it was 72.1 percent. The male employment rate has consistently been higher than that of females in this provided time period, although the gap was much greater at the start of this period in the early 1970s, when the male employment rate was 92.1 percent, and the female employment rate 52.8 percent.

The only bonus pay for the SVP refers to monetary awards to recognise employee long service in line with the SVP Long Service Award Scheme and is solely based on length of service.

No other bonuses are offered. Four long service awards were paid in the pay period equating to £1006.67 in total.



St Vincent
de Paul Society

England and Wales

Turning Concern into Action

We are pleased to see a narrow gender pay gap which has also reduced from the previous year. We are committed to promoting the benefits of equality, diversity and inclusion (EDI) across the SVP. We have developed an equality, diversity & inclusion strategy that focuses on improving the diversity of our workforce and embedding equality & inclusion. We now have an established EDI working group who meet quarterly to review and update the strategy. Some of the measures include staff and manager training, culture review, policy and procedure reviews and reverse mentoring. We are confident this will enable us to have a better understanding of any barriers staff say they face working or being recruited in the SVP.

We are still working on the following measures to close the gender pay gap further:

- We have recently completed a full job evaluation and salary benchmarking exercise. We then followed this up by undertaking a full review of our pay and banding structures which came into effect April 2023. This was a real positive step forwards in giving staff greater equality and transparency in ensuring everyone receives fair pay for the work they do.
- We continue to regularly review our recruitment policy and processes. The first step to this is the introduction of a recruitment system which will enable us to develop robust data collection processes to understand proportions of males and females applied verses successful candidate as well as data on internal promotions.
- We are looking to widen our pool of possible candidates by encouraging applicants from genders not typical to the role to tackle the under representation of males across the Society.
- We are planning to provide training around unconscious bias, to increase awareness, and develop improved inclusivity and diversity across our workforce.
- We also recruited a new Board of Trustees 2023 which is the most diverse Board we have ever had in the SVP, consisting of 13 members from varied gender, race, ethnicity, age and professional backgrounds.