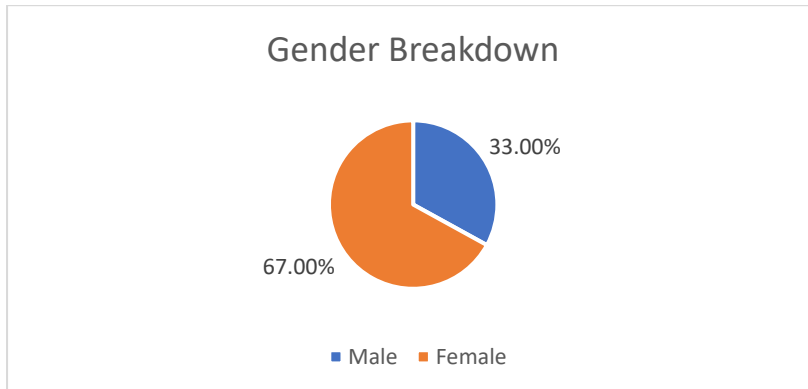


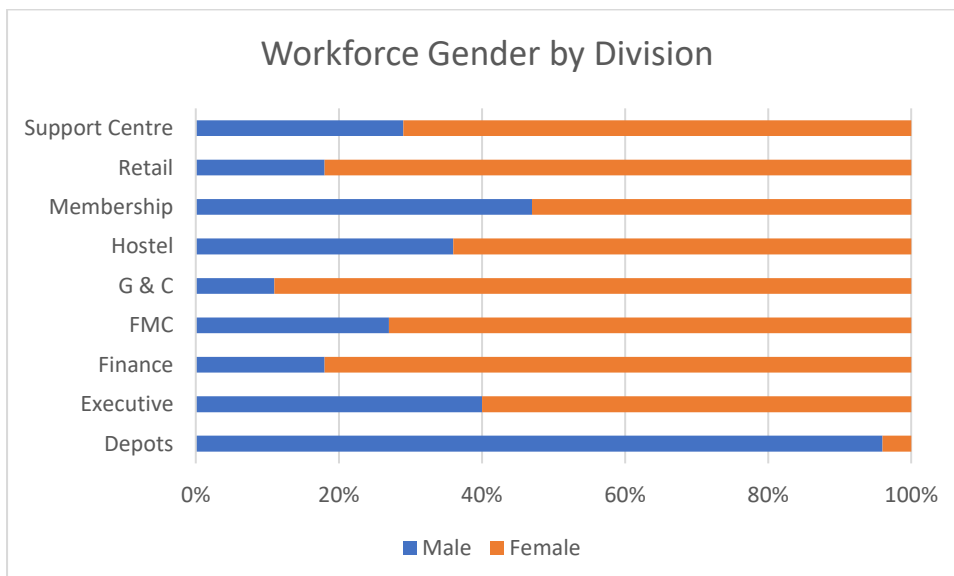
## SVP Diversity Workforce Data 2020

### Workforce Data

	Number of Casual Workers	Number of Part Time Employees	Number of Full Time Employees	Casual Worker Distribution	Part Time Distribution	Full Time Distribution
<b>Female</b>	12	75	82	7%	44%	49%
<b>Male</b>	8	37	38	10%	44%	46%
<b>Total</b>	20	112	120	8%	44%	48%

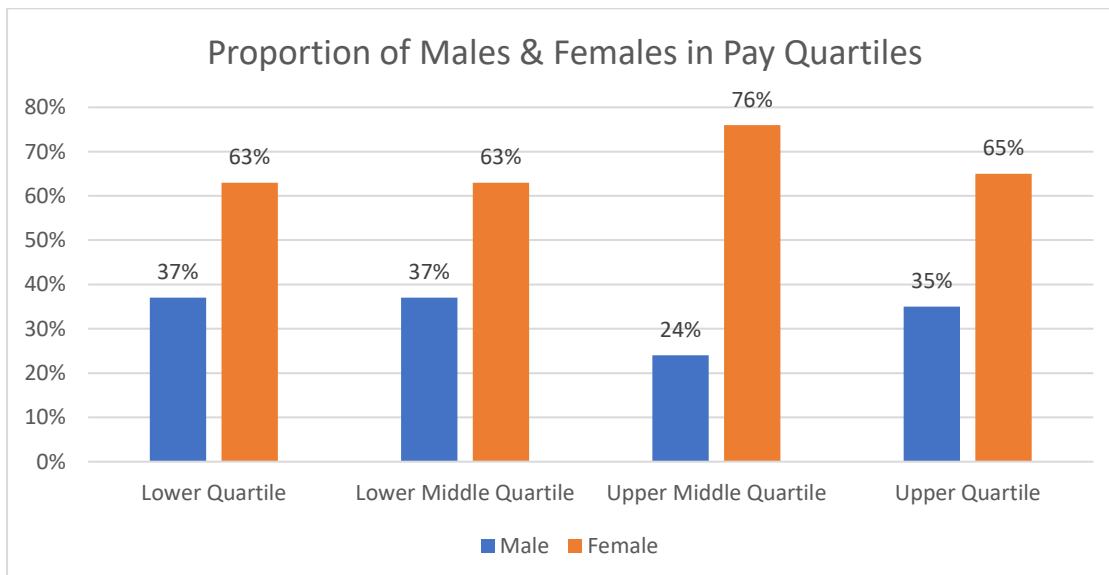
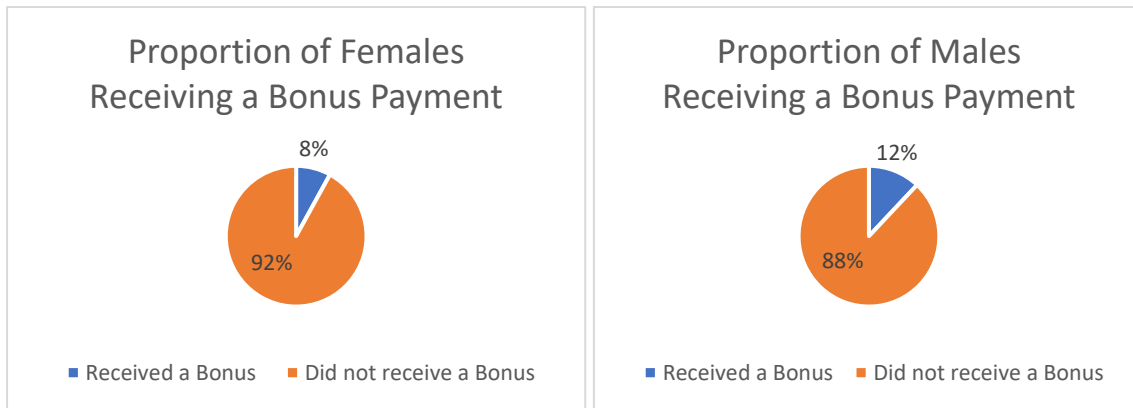


Division	Number of Workers	Total Distribution
Depots	25	9.9%
Executive	5	2%
Finance	11	4.5%
Fundraising, Marketing & Communications (FMC)	11	4.5%
Governance & Compliance (G & C)	9	3.6%
Hostel	45	17.9%
Membership	15	5.6%
Retail	89	35.3%
Support Centre	42	16.7%



## Gender Pay Gap Report

Difference between Men and Women		
	Mean	Median
Pay Gap	-3%	-2%
Bonus Gap	34%	0%



### 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 2020. 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 5 April 2020. 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 252 workers.

The UK national median pay gap for 2019 was 17.3% (Office for National Statistics - ONS) and is reported to be around 7% within the charity sector. The SVP has a negative median pay gap of 2% 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 is higher than the England and Wales populations which account for 51% female and 49% male. This is comparable with the charity sector where on average there are more female staff than male staff.

In the SVP, even though there are more females than males in the total workforce, the comparison between contracts, divisions and pay quartiles are all split relatively evenly. 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.

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. This will be slightly skewed as long service award payments are calculated on a pro rata basis based on the number of contracted hours, therefore this varies from full to part-time staff.

We are pleased to see a narrow gender pay gap but we would like to close the gap further this year. To do this, we plan to implement the following measures:

- Job Evaluations & Pay Structures – In 2021 we will conduct a full job evaluation exercise followed by a benchmarking exercise and a full review of our pay and grading structure. This is a big commitment to staff and will give pay transparency to ensure everyone receives fair pay for the work they do.
- Diversity & Inclusion Strategy – We are committed to promoting the benefits of diversity and inclusion across the SVP. We are currently developing a diversity & inclusion strategy that focuses on improving the diversity of our workforce and embedding inclusion. This will include staff and manager training, culture review, policy and procedure reviews, focus groups 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.
- Recruitment Policy Review – We are currently undertaking a full review of our recruitment policy to tackle the under representation of males across the Society. The first step to this is the introduction of a robust data collection exercise to understand proportions of males and females applied versus successful candidate as well as data on internal promotions.

By implementing these measures, we would like to see a positive effect to our gender pay gap.

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