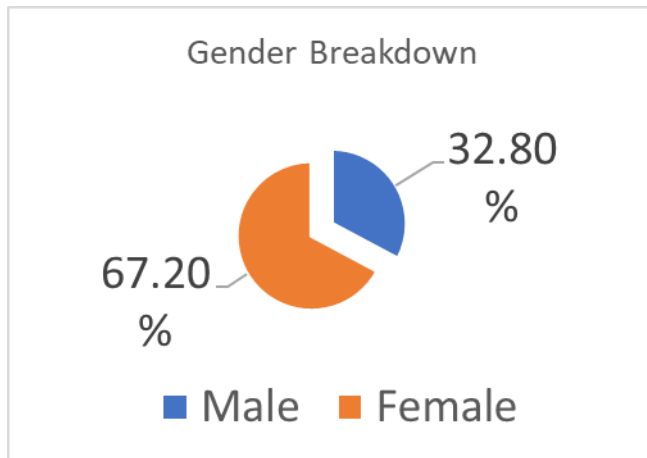
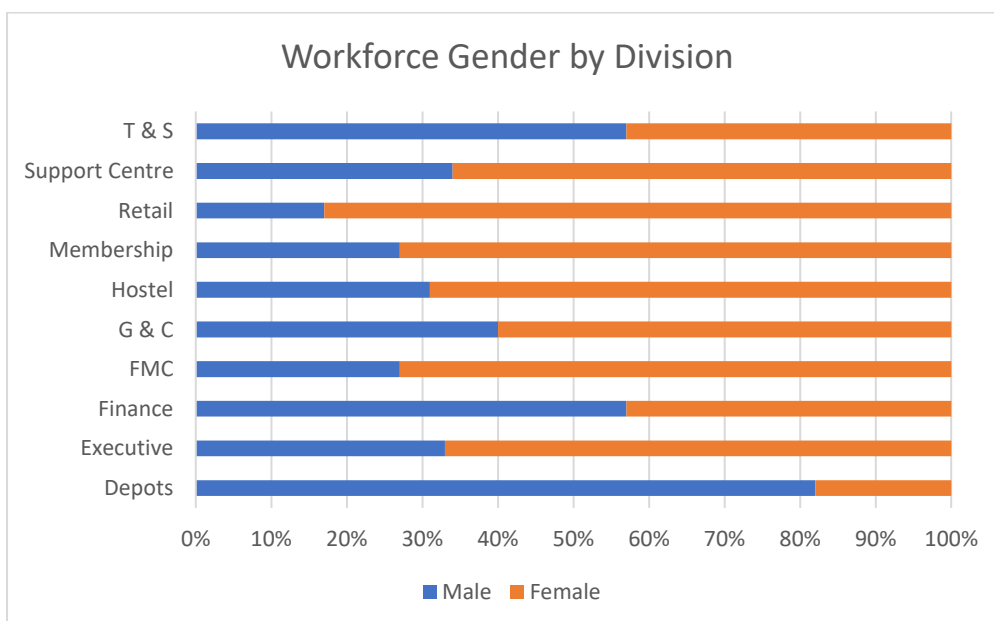


SVP Diversity Workforce Data 2022

Workforce Data

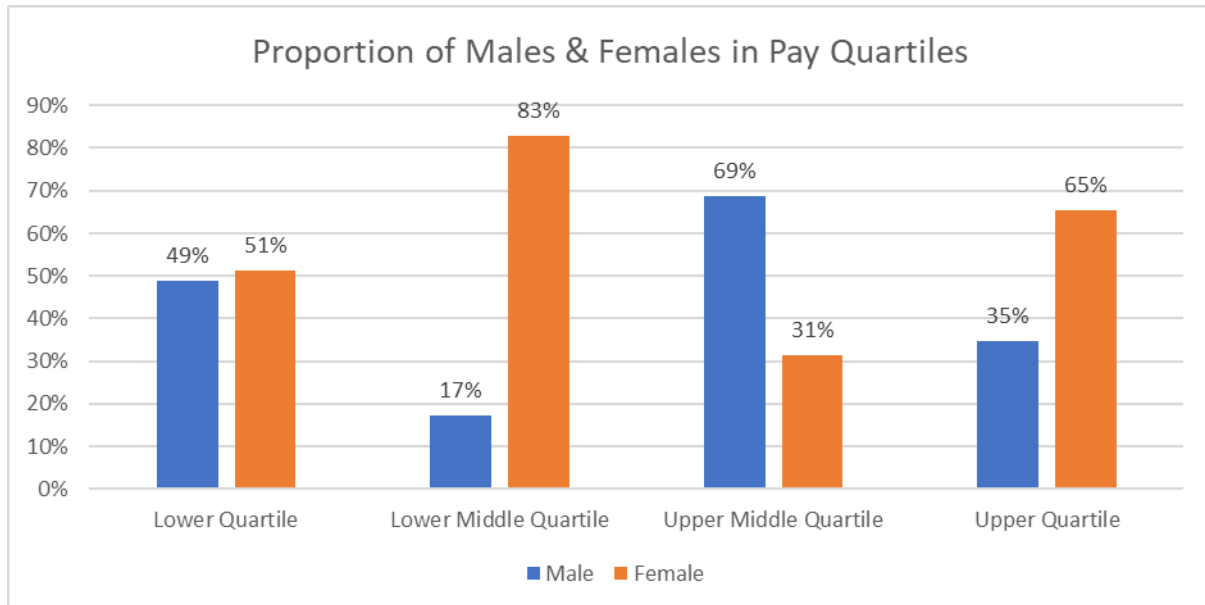


Division	Number of Workers	Total Distribution
Depots	17	5%
Executive	3	1%
Finance	14	4%
Fundraising, Marketing & Communications (FMC)	15	5%
Governance & Compliance (G & C)	15	5%
Hostel	49	15%
Membership	26	8%
Retail	106	33%
Support Centre	50	15%
Trading & Social Enterprise (T & S)	28	9%
TOTAL	323	



Gender Pay Gap Report

Difference between Men and Women		
	Mean	Median
Pay Gap	1.41%	-1.52%
Bonus Gap	0	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 2022. 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 2022. 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 323 workers.

The UK national median pay gap for 2021 was 15.1% (Office for National Statistics - ONS) and is reported to be around 4% within the Charity sector. The SVP has a negative median pay gap of 1.52% 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. 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.

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. No long service awards were paid in the pay period which is why the bonus pay gap is 0.

We are pleased to see a narrow gender pay gap which has also reduced from last year. We are committed to promoting the benefits of diversity and inclusion across the SVP. We have developed a diversity & inclusion strategy that focus on improving the diversity of our workforce and embedding inclusion. We have also created an 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 in an effort to close the gender pay gap further:

- We have recently conducted a full job evaluation and salary benchmarking exercise. We are following this by undertaking a full review of our pay and banding structures which is due to come into effect April 2023. This is a big commitment to staff and will give pay transparency to ensure 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 robust data collection exercise 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.