

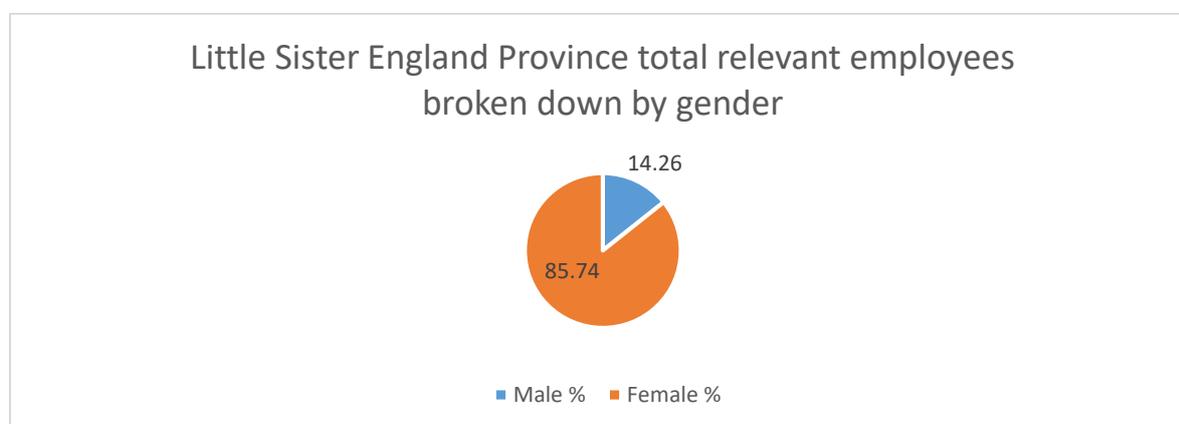
LITTLE SISTERS OF THE POOR ENGLAND PROVINCE: GENDER PAY REPORT 2021

Little Sisters of the Poor are a religious order founded over 150 years ago to provide residential and nursing care for the elderly. We provide a caring home with a family environment to those with limited means of all faiths or no faith. The Sisters are hands on, running and managing care units but with an increasing need for staff to deliver the service. Together Sisters and staff ensure quality care respecting the dignity of each person. The order is worldwide and in the English Province to which this data refers, we have 7 homes.

What is the gender pay gap?

The gender pay gap shows the difference between the average wages of men and women in an organisation regardless of seniority. This is not the same as equal pay for men and women in the same employment undertaking the same job, or a job of equal value. At Little Sisters we undertake reviews of our pay by grade to ensure that men and women are treated equally for doing work of equal value.

Little Sisters Gender Pay Gap data



Little Sisters mean gender pay gap: Which is the difference between the mean hourly rate of pay of male and female relevant employees. The mean is the average pay rate for men and the average pay rate for women.	6.8%
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Little Sisters median gender pay gap: Which is the difference between the median hourly rate of pay of male and female relevant employees. The median is the pay rate which splits the top 50% of men from the bottom 50% of men and the same for women.	3.8%
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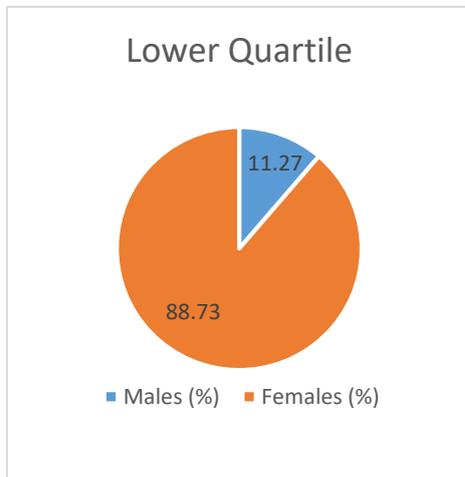
What the statistics show

Little Sisters mean gender pay gap is 6.8%, meaning that the average hourly rate for female employees is 6.8% lower than that for male employees. The mean pay gap has decreased this year from 8.5% in 2020. A slight change in the number of females employed in our more senior posts has accounted for the decreased mean gender pay gap in 2021.

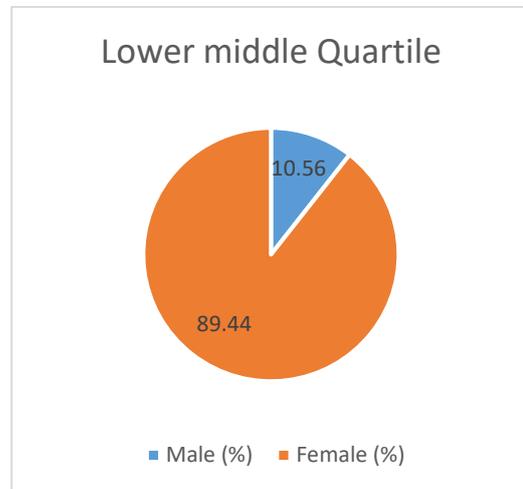
The median gender pay gap is 3.8%, meaning that the median hourly rate for female employees is 3.8% lower than that for male employees. This rate has increased this year from 1.4% in 2020. The reason for this change in 2021 is that whilst only 14.26% of our employees are male more than 50% of our male employees occupy roles in the upper middle and upper quartile of our pay grades thereby impacting the 2021 figures.

The proportions of male and female employees according to quartile pay bands:

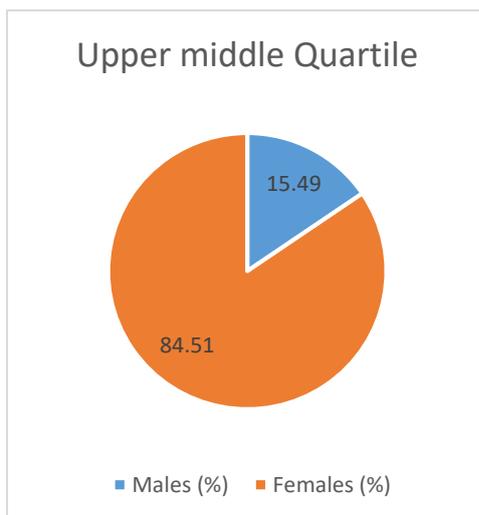
These charts show the proportions of male and female in the quartile pay bands as well as the mean gender pay gap in each quartile



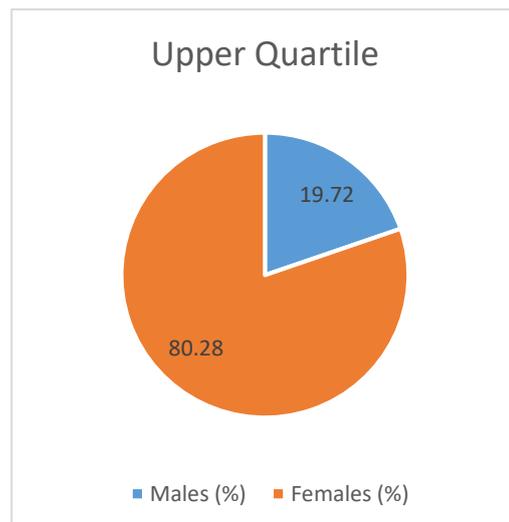
0.31% mean pay gap



0% mean pay gap



0% mean pay gap



1.7% mean pay gap

Conclusion

Whilst Little Sisters gender pay gap is not high, we can see that the highest percentage of males are employed in the upper quartile and this has an effect on the mean calculation. The median calculation is affected by changes in the number of males employed in our highest paid posts, as shown by the change in our median gender pay gap.

The difference between last year's figures and this year's shows that a small change in the number of Male and Female employees can impact on our gender pay gap figures depending on the job roles these new recruits occupy.