

LITTLE SISTERS OF THE POOR: GENDER PAY REPORT 2023

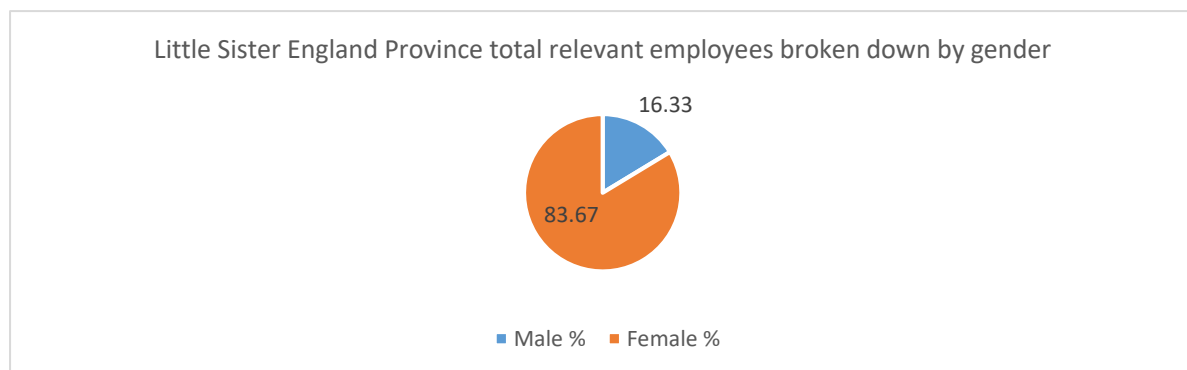
Little Sisters of the Poor are a worldwide religious order founded over 150 years ago to provide residential and nursing care for the elderly. We provide a caring home with a family environment to those with limited means of all faiths or no faith. The Sisters are hands on, running and managing care 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. We must report our gender pay gap for the 7 homes in England which are in the London/Dublin Province and this data refers to those 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.

This is a Little Sisters report for the snapshot date of 5th April 2022. This data covers the Little Sisters 7 homes in England and on the snapshot date we employed 588 staff, 492 were women and 96 men. This gender breakdown of staff is reflective of the care sector.

Little Sisters breakdown of male and female staff for the 2023 report



Headline figures for Little Sisters Gender Pay Gap Report 2023

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.	-4.02%
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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.	-4.83%
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The causes of a gender pay gap are many and varied. As demonstrated it is possible for an organisation to have a negative gender pay gap, meaning that women earn more than men on average. A negative gender pay gap occurs where there are a higher proportion of women in better paid functions. Therefore, an organisation that pays men and women equally at each level of seniority can still have a gender pay gap if one gender is under-represented in the workforce in better paid functions.

A detailed explanation of the Little Sisters 2023 statistics

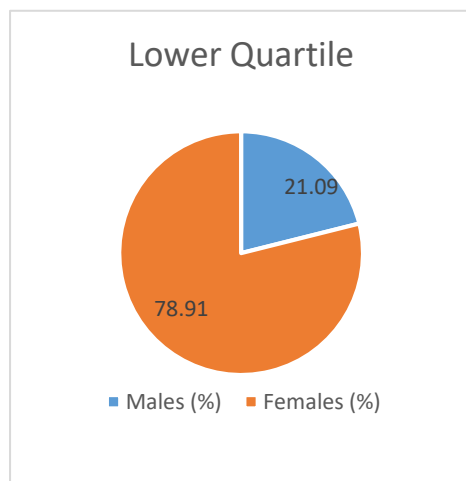
Little Sisters mean gender pay gap is -4.02%, meaning that the average hourly rate for female employees is 4.02% higher than that for male employees.

The median gender pay gap is -4.83%, meaning that the median hourly rate for female employees is 4.83% higher than that for male employees.

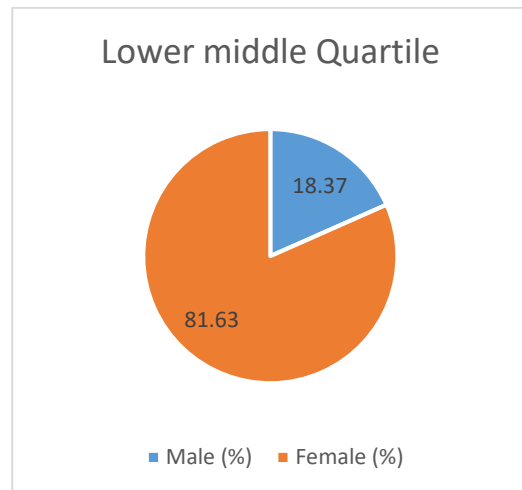
The mean and median pay gaps have substantially changed this year as this is the first time since we commenced reporting in 2017/18 that we have had a negative gender pay gap

The proportions of male and female employees according to quartile pay bands with the mean pay gap in each quartile:

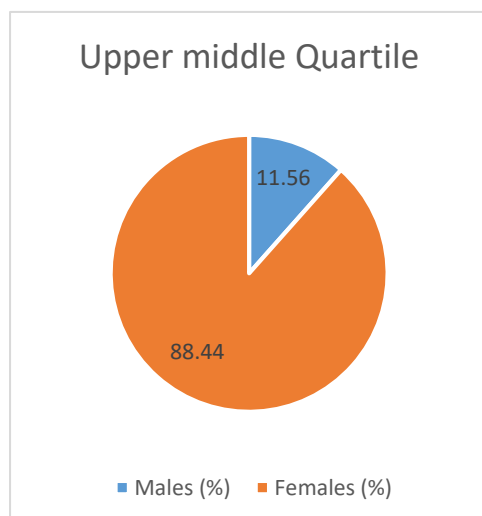
The data is further broken-down into quartile pay bands. These charts show the proportions of male and female in the quartile pay bands as well as the mean gender pay gap in each quartile. This information shows that in each quartile the average hourly rate for our female staff is higher than the average hourly rate for our male staff.



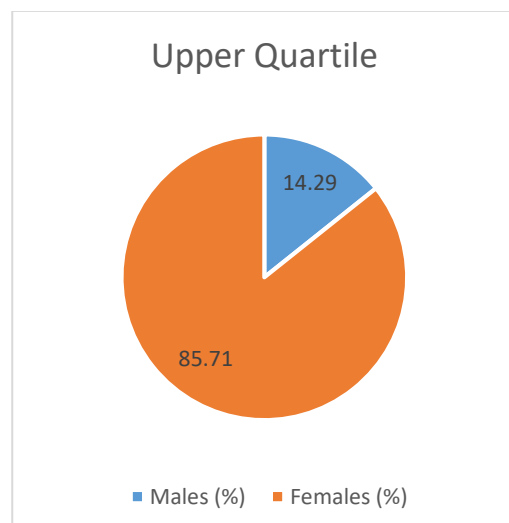
-1.16% mean pay gap



-0.98% mean pay gap



-0.27% mean pay gap



-0.14% mean pay gap