

# Gender Pay Report

November 2017

## Background

Certitude employs more than 250 employees and is therefore required to publish specific information about our gender pay gap.

## Our Data

Certitude is made up of two separate employing entities, Southside Partnership (SSP) and Support for Living (SFL); below are the results for each of the employing entities and also for Certitude as a whole.

**certitude**

# Gender Pay Gap Statistics

## Certitude

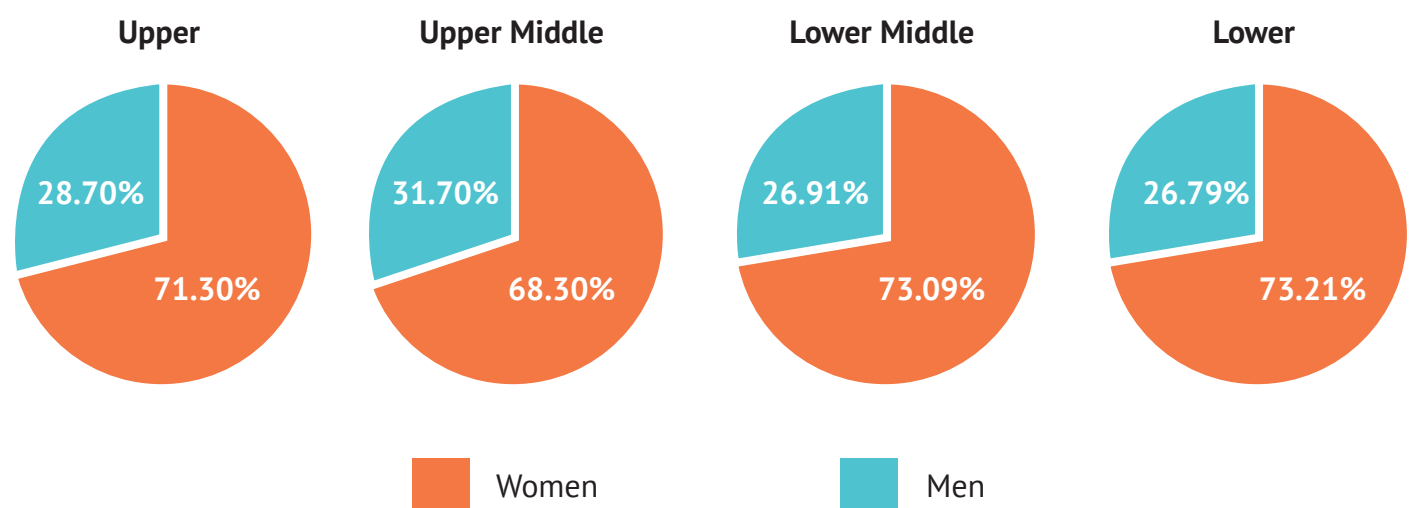
### Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Difference in pay	3.73%	0%
Difference in bonus pay	0%	0%

### Proportion of colleagues awarded a bonus for the relevant period



### Number of men/women in the quartile pay band: Upper, Upper Middle, Lower Middle, Lower



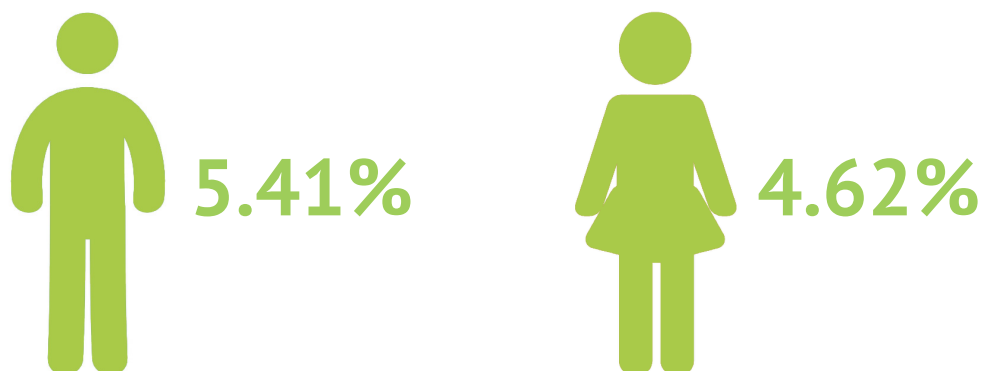
# Gender Pay Gap Statistics

## Support for Living

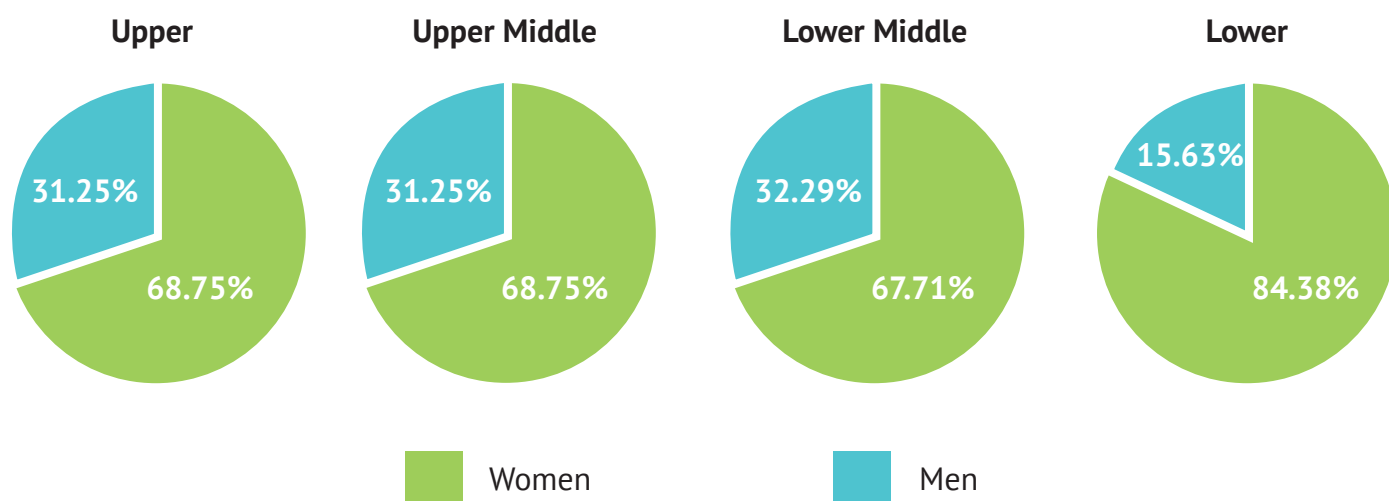
### Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Difference in pay	4.82%	7.12%
Difference in bonus pay	0%	0%

### Proportion of colleagues awarded a bonus for the relevant period



### Number of men/women in the quartile pay band: Upper, Upper Middle, Lower Middle, Lower



# Gender Pay Gap Statistics Southside Partnership

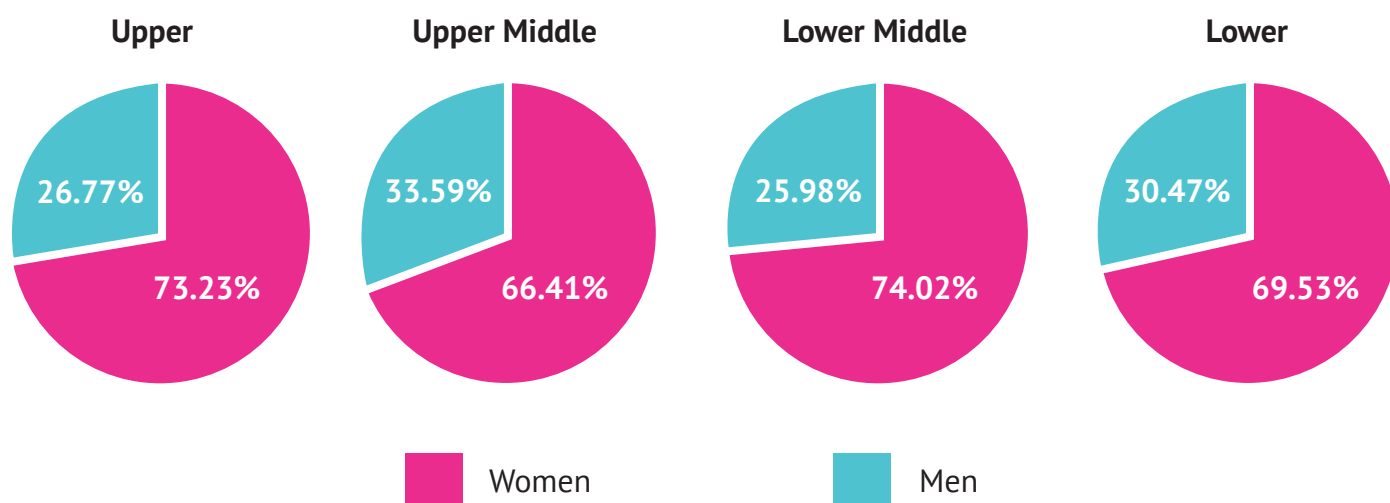
## Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Difference in pay	2.86%	0.01%
Difference in bonus pay	n/a	n/a

## Proportion of colleagues awarded a bonus for the relevant period



## Number of men/women in the quartile pay band: Upper, Upper Middle, Lower Middle, Lower



# Summary

Certitude has conducted a review of its gender pay gap statistics as at 5th April 2017.

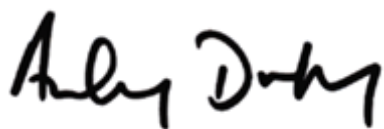
The information has been considered by senior management and the Board and we are pleased to report a low pay gap across the organisation, which reflects our commitment to diversity and equality across the organisation. Our overall gender split in the workforce is 71.5% female; 28.5 % male. We are reassured that our results reflect this split across the quartiles.

The bonus pay reflected relates to a scheme piloted during 2016 in one particular borough. This pilot has now ended.

Our action plan for the future will ensure we continue to reduce the gender pay gap and improve gender diversity where possible. Health and Social care is generally a sector with a predominantly female workforce and our recruitment strategy includes activity to attract more males into the organisation across a range of roles and teams.

We are proud of our work on diversity, which is reflected in us being a Disability Confident Employer, a signatory of the Mindful Employer Charter and an Equality Register member. We also actively encourage employment of people with lived experience within our services.

We strive to make the lives of the people we support better by delivering high quality support by a workforce that is engaged, reflective of those we support and who feel rewarded by their employer and the work that we do.



**Aisling Duffy**  
Chief Executive  
November 2017

Everyone has  
the right to a  
**good life.**

