

Gender Pay Report

2020

Background

Certitude is a London based not for profit organisation that provides personalised support to people with learning disabilities, autism and mental health support needs and their families. We have a workforce of over 1,000 staff and as a result we are required to publish specific information about our gender pay gap.

Data

Certitude is made up of three separate employing entities; Southside Partnership, Support for Living and Yarrow Housing Limited. Below are the results for each of the employing entities and also for Certitude as a whole.

Summary

Certitude conducted a review of its gender pay gap statistics as of 5 April 2020.

As a London based organisation, we are proud of our diverse workforce that reflect the communities within London and our ongoing commitment to equality and inclusion. Our Equality, Diversity and Inclusion Strategy and Action Plan are sponsored by the Board and we have continued to ensure these were a focus for us throughout the last year, engaging with our equality, diversity and inclusion network groups and delivering against our action plan.

Our workforce at this point in time was 70% female and 30% male. The social care sector is generally a female dominated sector, we are pleased that our workforce has a greater proportion of men than is generally reported in the sector; attracting more men into the sector is one of our inclusion objectives and we are happy to report that we have begun to see an increase in the numbers of men in our teams since gender pay reporting has started. The representation is reflected across the organisation, with our senior leadership team also being 70% female.

We are proud to report a low gender pay gap of 1.94% across the group, which is considerably below the national gender pay gap (which is 15.5%). Our pay gap is consistently low and has reduced further (from 6.36% last year) which is great to see. We have invested in our overall reward package in recent years, with a particular focus on staff on lower salaries, and we are committed to continuing this work, alongside our on-going investment in staff development.

Gender pay gap statistics

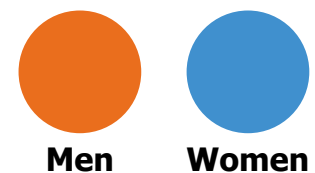
Certitude

Pay and bonus gap

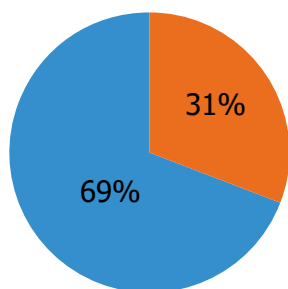
Difference between men and women

	Mean	Median
Difference in pay	1.94%	0%
Difference in bonus pay	N/A	N/A

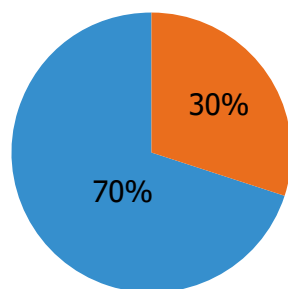
Number of men / women in the quartile pay bands



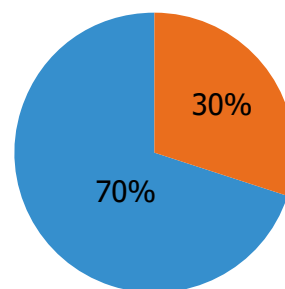
Upper quartile



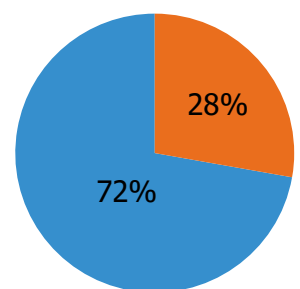
Upper middle quartile



Lower middle quartile



Lower quartile



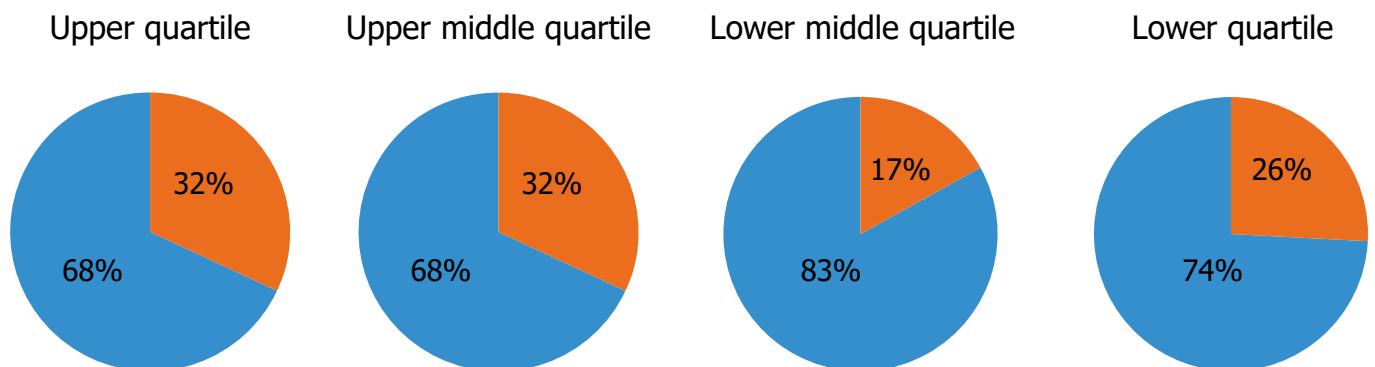
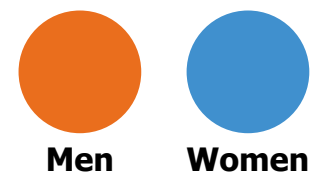
Gender pay gap statistics

Support for Living

Pay and bonus gap

	Difference between men and women	
	Mean	Median
Difference in pay	1.92%	0%
Difference in bonus pay	N/A	N/A

Number of men / women in the quartile pay bands



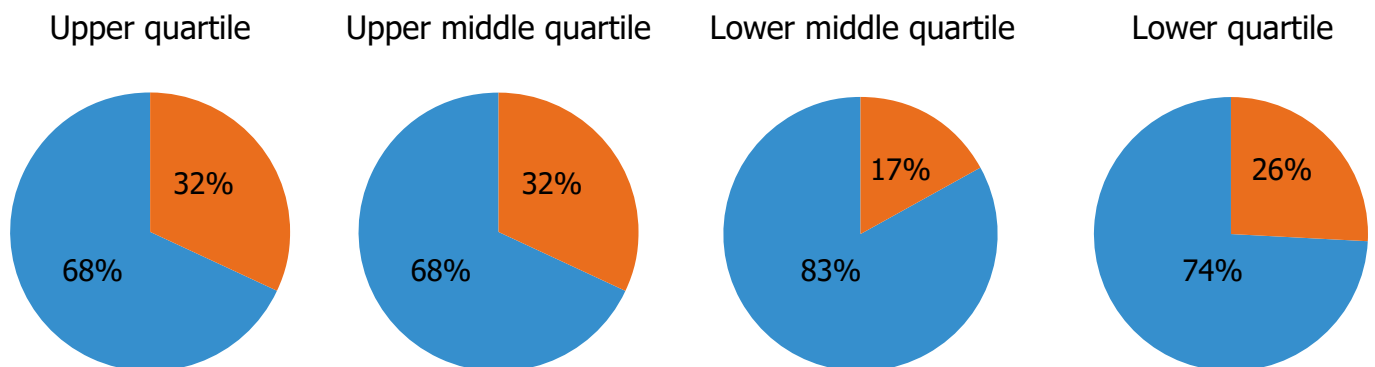
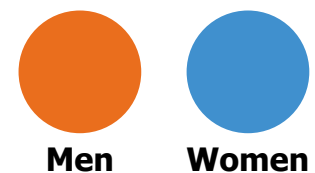
Gender pay gap statistics

Southside Partnership

Pay and bonus gap

	Difference between men and women	
	Mean	Median
Difference in pay	1.92%	0%
Difference in bonus pay	N/A	N/A

Number of men / women in the quartile pay bands



Gender pay gap statistics

Yarrow Housing Limited

Pay and bonus gap

	Difference between men and women	
	Mean	Median
Difference in pay	2.66%	0%
Difference in bonus pay	N/A	N/A

Number of men / women in the quartile pay bands

