

# Gender Pay Report

2021

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## **Background**

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

## **Data**

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

# Summary

Certitude has conducted a review of its gender pay gap statistics as at 5 April 2021.

The information has been considered by the Board and senior management and we are pleased to be able to continue to report a low pay gap across the organisation, which reflects our commitment to diversity and inclusion across the organisation. Our overall gender split in the workforce has is 69.5% female; 30.5% male. Whilst our workforce has a greater proportion of men than is generally reported for the Health and Social Care sector as a whole, we continue to recognise the importance of attracting men into the organisation across all roles.

Our results show a low level of pay gap which sits at 1.38% and is considerably below the national pay gender pay gap (which is 15.4%) and we are pleased that this has remained low. We are proud of the diversity of our organisation, including our gender diversity, diversity that reflects the diverse communities we work within in London. We continue to place an important focus on our diversity and inclusion work.

The statistics this year include a small bonus payment (£150) that was made to reward the vital work of colleagues during the pandemic and acknowledge the hard work and commitment they all displayed. In addition, it should be noted that for the colleagues on furlough, we paid the additional 20% to top their pay up to full pay, which is reflected as a bonus in line with the guidance.

We confirm that data reported in this document is accurate and we are committed to reporting on what we are doing in this area and our progress, on an annual basis.

Aisling Duffy  
Chief Executive, Certitude



# Gender pay gap statistics

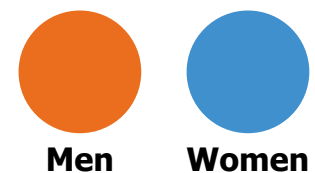
## Certitude

### Pay and bonus gap

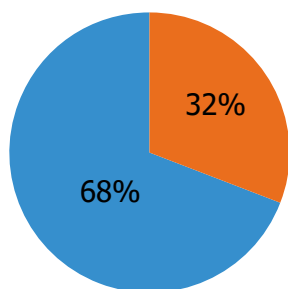
Difference between men and women

	Mean	Median
Difference in pay	1.38%	0%
Difference in bonus pay	-4.81%	0%

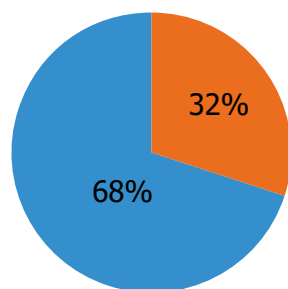
Number of men / women in the quartile pay bands:  
Upper, Upper Middle, Lower Middle, Lower



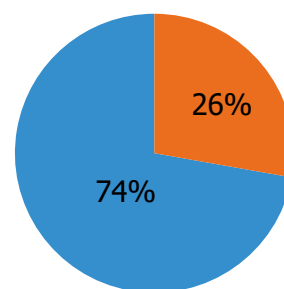
Upper quartile



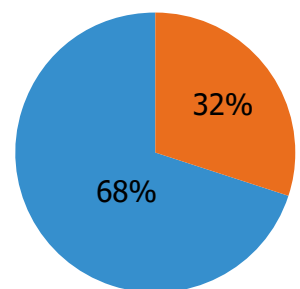
Upper middle quartile



Lower middle quartile



Lower quartile



# Gender pay gap statistics

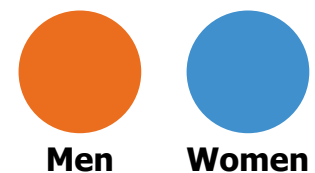
## Support for Living

### Pay and bonus gap

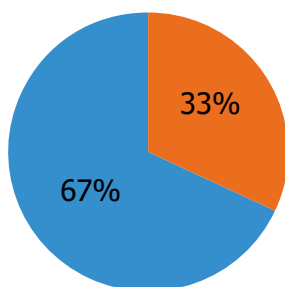
Difference between men and women

	Mean	Median
Difference in pay	2.59%	0%
Difference in bonus pay	-27.73%	0%

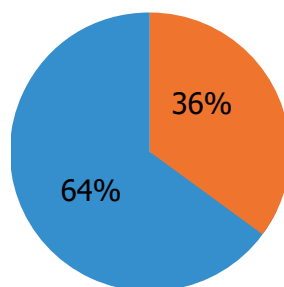
Number of men / women in the quartile pay bands:  
Upper, Upper Middle, Lower Middle, Lower



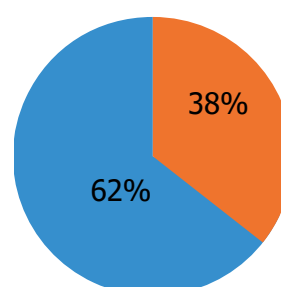
Upper quartile



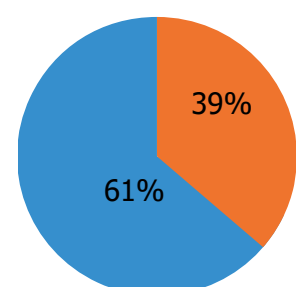
Upper middle quartile



Lower middle quartile



Lower quartile



# Gender pay gap statistics

## Southside Partnership

### Pay and bonus gap

Difference between men and women

	Mean	Median
Difference in pay	2.24%	0%
Difference in bonus pay	13.63%	0%

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

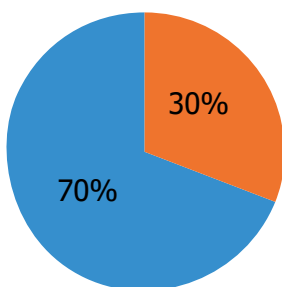


Men

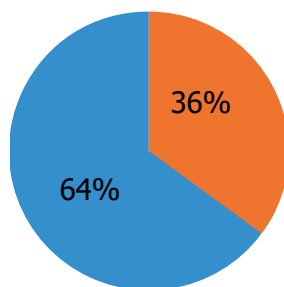


Women

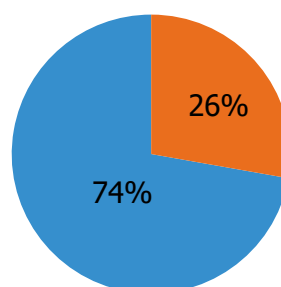
Upper quartile



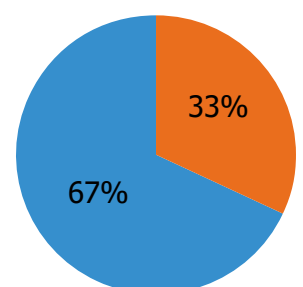
Upper middle quartile



Lower middle quartile



Lower quartile



# Gender pay gap statistics

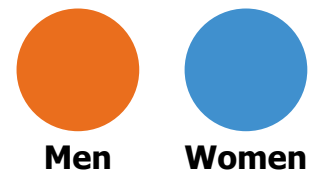
## Yarrow Housing Limited

### Pay and bonus gap

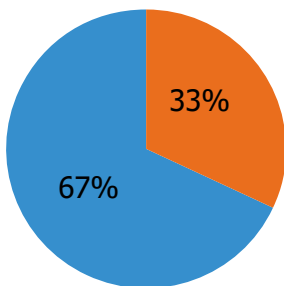
Difference between men and women

	Mean	Median
Difference in pay	0.52%	0%
Difference in bonus pay	-6.24%	0%

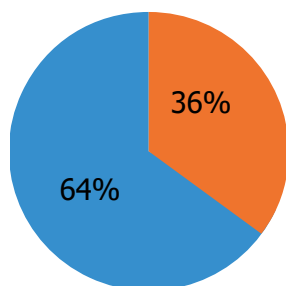
Number of men / women in the quartile pay bands:  
Upper, Upper Middle, Lower Middle, Lower



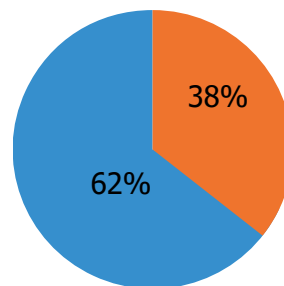
Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile

