

Gender Pay Report

April 2019

Introduction

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 employ circa 1000 staff and as a result are required to publish specific information about our gender pay gap.

Background

Certitude is made up of two separate employing entities, Southside Partnership (SSP) and Support for Living (SFL). Consequently, we have conducted our analysis of the pay gap for both entities as well as for Certitude as a whole.



Summary

Certitude has conducted a review of its gender pay gap statistics as at 5th April 2018.

The information has been considered by the Board and Leadership Team 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 72% female; 28% male.

We are reassured that our results reflect this split across the quartiles.

We are pleased that our results have remained consistent with last year, maintaining our low level of pay gap, as outlined below. We are proud of the diversity of our organisation, including our gender diversity. 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 ensure our recruitment strategy recognises the importance of attracting men into the organisation across all roles.

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 valued and rewarded by their employer and the work that we do.

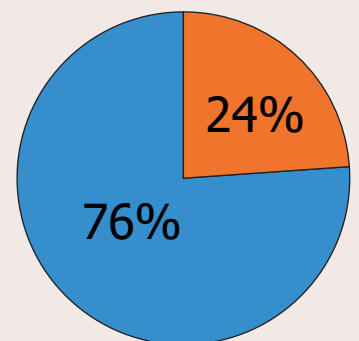
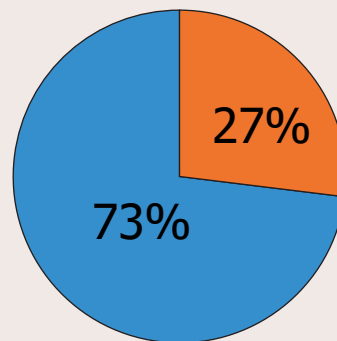
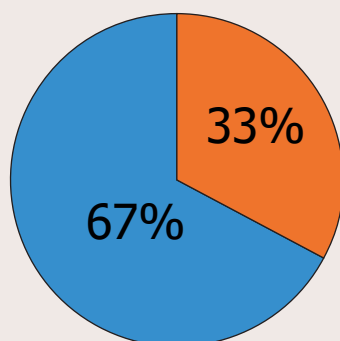
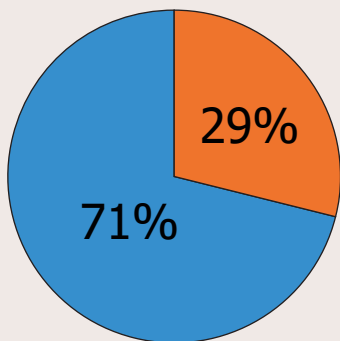
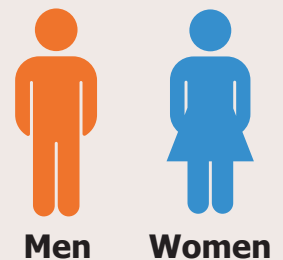
Gender Pay Gap Statistics

Certitude

Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Difference in pay	3.86%	0%
Difference in bonus pay	N/A	N/A

Number of men / women in the quartile pay bands



Gender Pay Gap Statistics

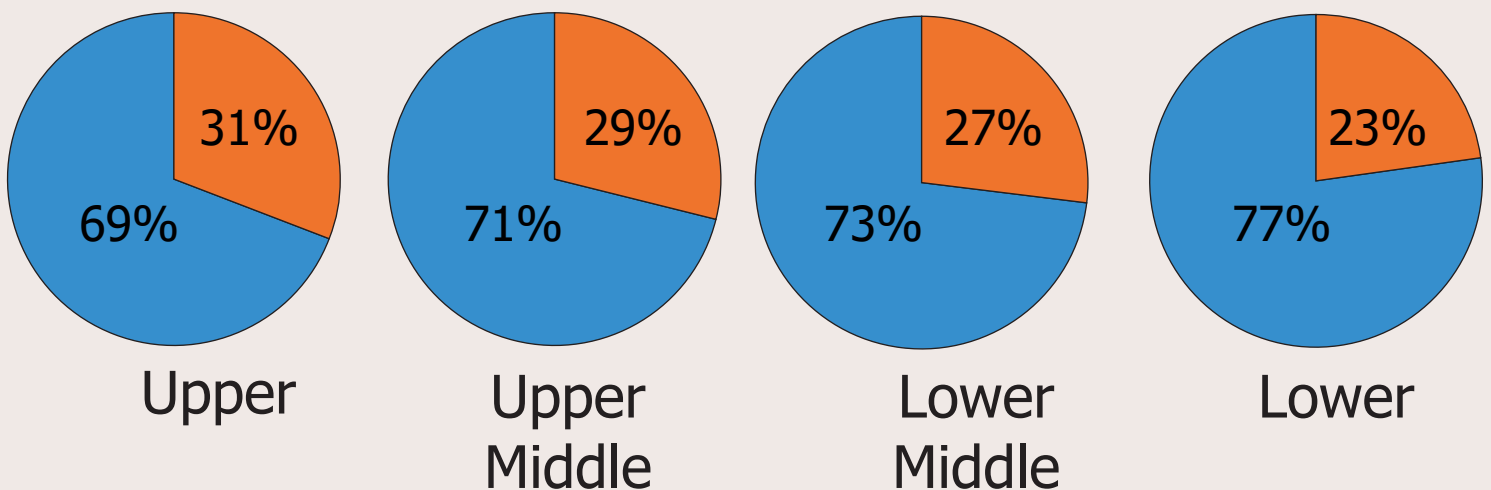
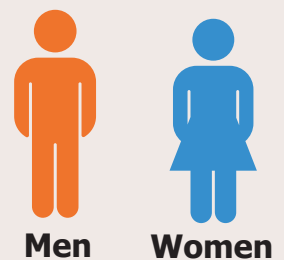
Support for Living

Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Difference in pay	1.98%	-2.17%*
Difference in bonus pay	N/A	N/A

*NB. Indicates the median pay gap for women is higher than men i.e. women's pay is higher than that of men.

Number of men / women in the quartile pay bands

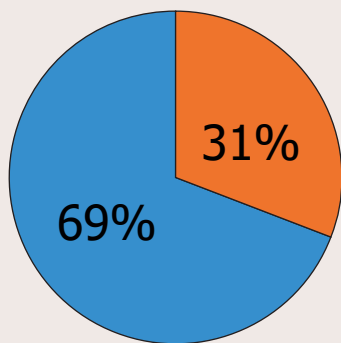
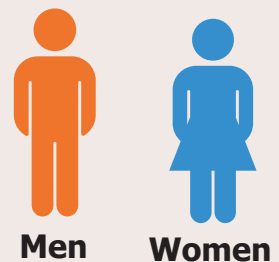


Gender Pay Gap Statistics Southside Partnership

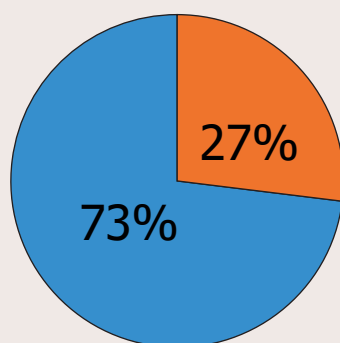
Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Difference in pay	4.90%	0%
Difference in bonus pay	N/A	N/A

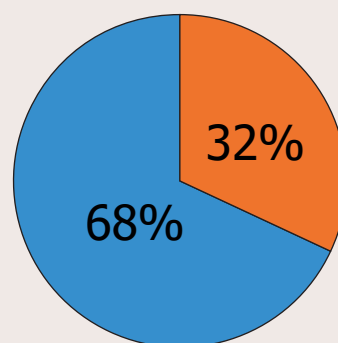
Number of men / women in the quartile pay bands



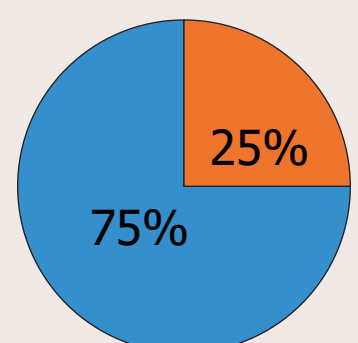
Upper



Upper Middle



Lower Middle



Lower