



Crisis Gender Pay Gap Report for April 2022

Crisis reports on the gap in pay between male and female employees. This data is taken from all staff on the payroll as at 5 April 2022, including those on permanent, temporary, sessional tutor and casual contracts. The data is based on employees' legal gender (as defined by the HMRC) and is therefore limited to reporting on female / male employees and does not extend to other forms of gender identity.

This data was submitted to the UK government on 30 March 2023

What is the gender pay gap?

The gender pay gap is the measure that shows the difference in average pay between men and women expressed as a percentage of men's pay. This is different to equal pay i.e. women and men receiving the same pay for the same or comparable role. At Crisis, salaries are determined by evaluating the role and benchmarking against comparable roles in the sector and elsewhere in the organisation. We are therefore confident that we do not have equal pay issues.

Gender balance of staff at April 2022:

Female 67%

Male 33%

Overview

The gender pay gap is expressed in two ways:

- Difference in mean hourly rate of pay +1%

Male employees were paid 1% more than female employees when an average hourly rate of pay is calculated. This is the same as April 2021.

- Difference in median hourly rate of pay -3%

Median pay is the midpoint value when all hourly rates are listed from highest to lowest value. This is -4 when compared with April 2021, and -8 since 2020.

Commentary

- 807 staff on the payroll at the point the data was collected. The organisation headcount has increased by 72
- The reduction in pay gap is due to changes in the distribution of men and women in the middle and lower quartiles as follows:
 - % of men in lower quartile -4, % of men in lower middle quartile +3
 - Median hourly pay (percentage change compared with last year):
 - Men = +6.6%
 - Women = +2.4%
- Since we began reporting on gender pay differentials, 2022 is the first year that Crisis has an equal number of men and women in the Senior Management Team, but men are employed in roles paying higher salaries
- For the first time, the average female salary in Corporate Services (Data & Technology/Finance/Facilities/Governance) is higher than the average male salary. This is due to female staff being recruited into the senior roles in technology teams.
- Crisis salaries are determined by evaluating the role and benchmarking against comparable roles in the sector and elsewhere in the organisation. Individual performance is not a factor in setting pay. The effectiveness of this approach is evidenced by a consistent mean gender pay gap over the last two years
- Crisis is a Living Wage employer, accredited by the Living Wage Foundation

Bonus pay

- Difference in mean bonus pay 0%
- Difference in median bonus pay 0%
- Percentage of employees who received bonus pay 0%

Commentary

- Crisis does not pay bonuses to any employees

The table below shows the percentage of male and female staff that are situated in each quartile

	Female (%)	Male(%)	Commentary
Lower quartile	63	37	Shops and café staff, Executive/Coordinator roles, and trainees
Lower middle quartile	67	33	Coaches, Officer roles and Tutors
Upper middle quartile	69	31	Senior Officers, Case Managers, Analysts, Team Leaders
Upper quartile	67	33	Junior management through to Senior Management Team.

The table below shows the distribution of female and male employees across the quartiles

	Female (%)	Male (%)
Lower quartile	24	28
Lower middle quartile	25	25
Upper middle quartile	26	23
Upper quartile	25	25



Frances Stainer, Head of HR

April 2022