

BATTERSEA GENDER PAY REPORT 2018

As an employer where women make up 82.6% of the workforce, Battersea is committed to gender equality, and gender pay gap reporting is an important element of transparency in helping us to achieve this.

In 2017 our gender pay gap was considerably lower than the UK mean and median, and this remains the case in 2018. Our analysis, based on average hourly rates of pay for men and women at the snapshot date of 5 April 2018, shows that the gender pay gap for Battersea in 2018 is 8.8% which is significantly below the UK average of 17.9% reported by the Office for National Statistics.

We are proud that our female staff are well represented across all the pay quartiles and are in a majority at the most senior level – the Chief Executive and four out of our six Directors are women. Our Chair is a woman and our Council of Trustees has equal numbers of women and men.

We have a clear policy of paying men and women equally for doing the same or equivalent jobs at Battersea. We evaluate all jobs using a clear and robust externally validated job evaluation system, we have a strong pay and grading framework and we benchmark pay for roles using voluntary sector salary surveys (such as the Croner Charity Rewards survey and the XpertHR Voluntary Sector Salary Survey). We are therefore confident that the gender pay gap does not arise from paying men and women at Battersea differently for doing equivalent jobs.

Our research shows that at Battersea, whilst the proportions of men and women at each level at Battersea are very similar, there is a slightly higher proportion of men (33% of all male staff) than women (24% of all female staff) in our top pay quartile representing senior specialist roles with high market pay rates, and this has resulted in both our mean and median gender pay gap. However, whilst there is a higher proportion of men, in terms of numbers of staff in this top pay quartile, there are significantly more women (100) than men (29) employed at this level.

GENDER PAY GAP DATA 2018

Mean gender pay gap

The mean gender pay gap is the difference between our total expenditure on men's and women's pay based on the number of men and women that we employ.

Mean gender pay gap at Battersea = **8.8%**

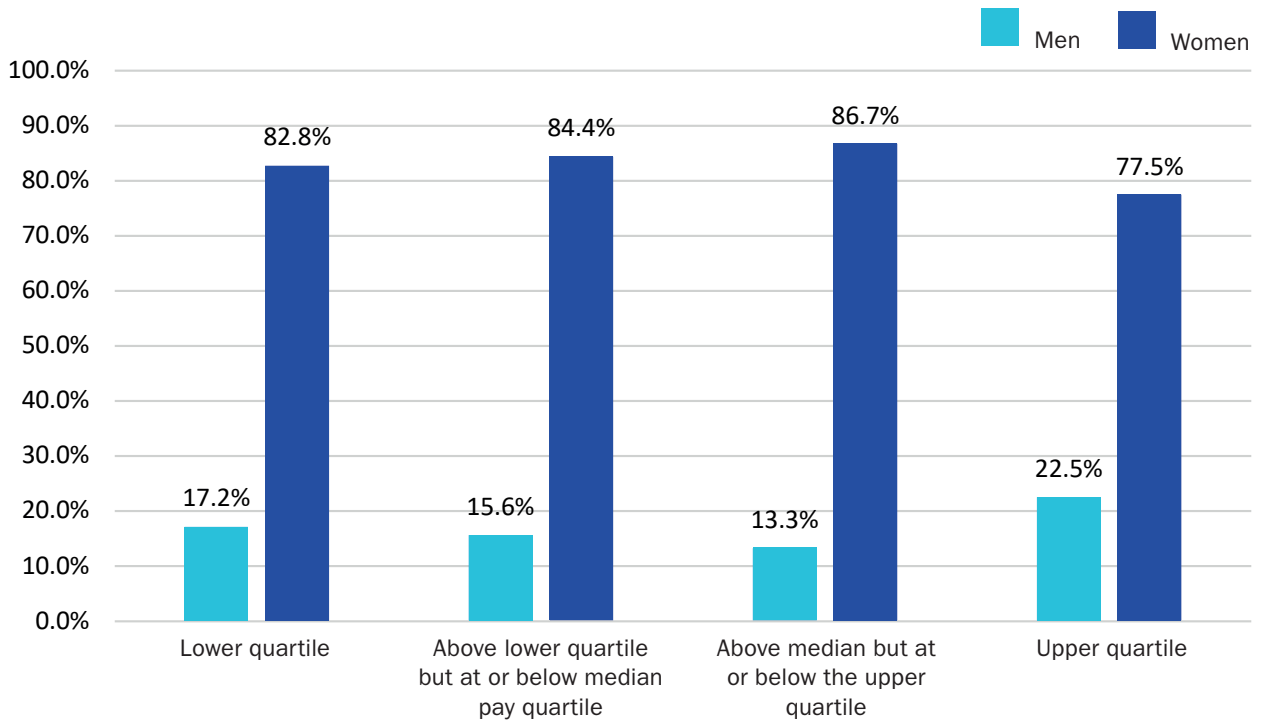
Median pay gap

The median gender pay gap is the difference in pay between men and women at Battersea at the mid-point of all salaries when they are placed in order.

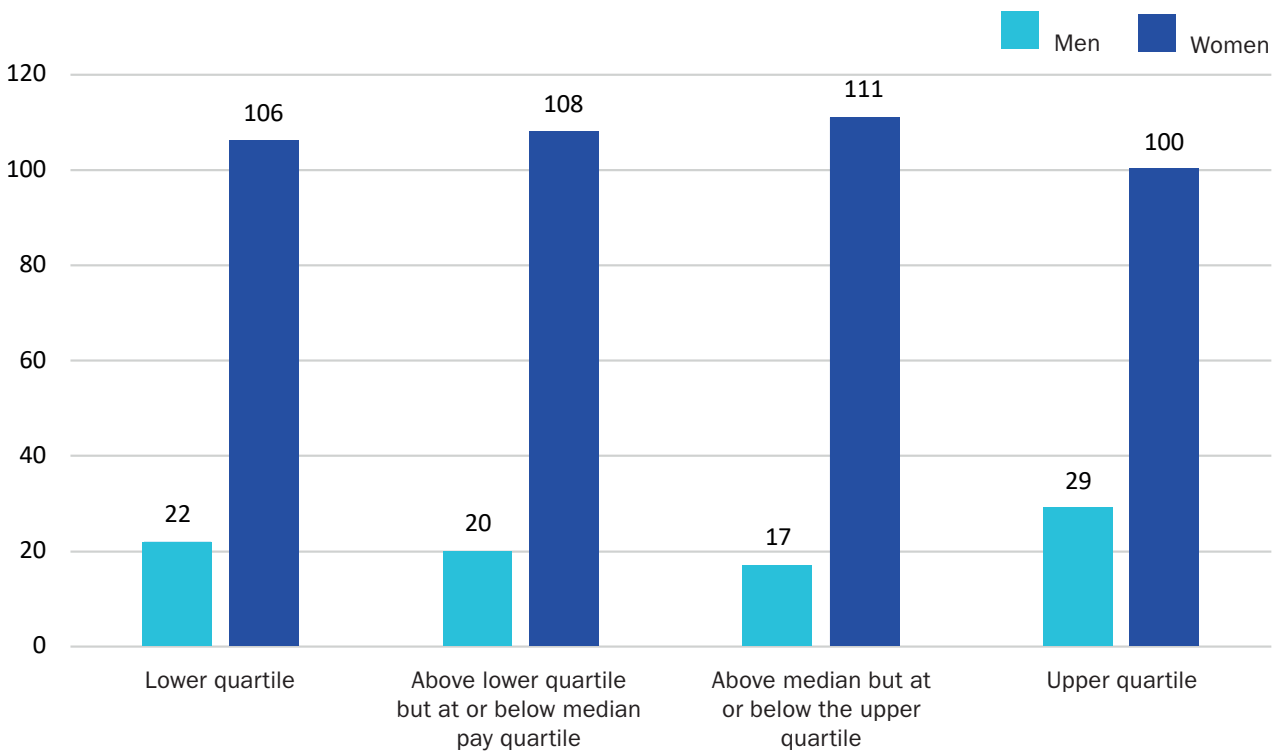
Median gender pay gap at Battersea = **7.0%**



PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



NUMBER OF WOMEN AND MEN IN EACH PAY QUARTILE

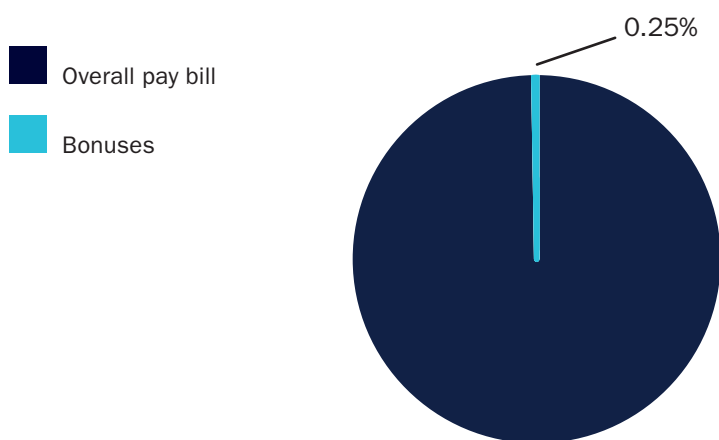


PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUS PAY

The definition of bonus pay as required by the gender pay reporting is very broad. The annual pay award at Battersea is performance related - staff at all levels of pay are eligible for a performance related pay increase every year based on their delivery of objectives in accordance with our organisational values. To reward very good and exceptional performance, in 2018 we paid a proportion of our performance related pay award as a one-off lump sum (0.5% of base salary for very good performance, or 1% of base salary for exceptional performance) instead of this amount being consolidated into base pay. Under the legislation this is considered a bonus.

The total value of all bonuses paid in 2018 represents 0.25% of our overall pay bill.

BONUSES AS A PERCENTAGE OF BATTERSEA'S OVERALL PAY BILL



The proportion of men and women who received bonus pay at Battersea in 2018 was:

22.2% of women

18.2% of men

Difference in bonus pay

Mean gender bonus gap = **-22.1%**

Median gender bonus gap = **23%**

DECLARATION

I confirm that the data in this report is accurate and complies with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

CLAIRE HORTON CHIEF EXECUTIVE