

PAY GAP REPORTING 2017 TO 2018

INTRODUCTION

This report is the result of the Gender Pay Gap reporting requirement as set out in the Equalities Act 2010. Elim Foursquare Gospel Alliance prides itself to be an equal opportunities employer, where male and female colleagues receive equal pay for equivalent work. The gender pay gap does not look at this, but rather looks at the overall pay of employees across the organisation as a whole, not taking in account the different levels of responsibility. This means that junior staff are compared with senior staff, which could lead to gaps in pay if senior management is predominantly men for example.

CALCULATIONS

The Gender Pay Gap reporting regulations specifically require both the median and mean to be reported. These metrics are complimentary and illustrate different aspects of the distribution of pay across an organisation.

Furthermore, calculations are made to show the percentage of male and female employees in each of the 4 quartiles on salary levels and bonuses paid out to male and female workers.

DATA

The sample used to calculate the data consisted out of 819 employees working across the country in various churches, nurseries and our head office. Within the sample, 322 were male and 497 were female.

Average Mean Gap = 27.3%

Average Median Gap = 28.8%

Bonus = 0

Quartiles

	Men	Women
Top Quartile	70.8%	29.2%
Upper Middle Quartile	44.4%	55.6%
Lower Middle Quartile	24.2%	75.8%
Lower Quartile	18.5%	81.5%

EXPLANATION

The gender pay figures alone do not provide the full picture as it does not take into account the different roles, responsibilities, geographic and historical issues that could affect the figures as stated above. We are striving to see more women entering into senior leadership, not just in our churches, but in our movement as a whole. This is a journey we are on, but as we will report these gap figures in the coming years, we aim to reduce the gender gap within our movement.

This report has been approved and signed off by the EFGA Finance Director