

GENDER PAY

2018-2019

2 APRIL 2019

Elim Foursquare Gospel Alliance



PURPOSE

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 complementary and illustrate different aspects of the distribution of pay across an organisation.

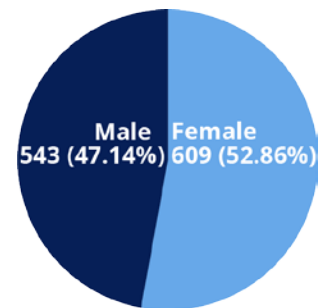
Furthermore, calculations are made to show the percentage of male and female employees in each of the 4 quartiles on salary levels and bonuses paid out to male and female workers.

DATA

The sample used to calculate the gender pay gap consists of 1152 people working across the country in our churches, nurseries and head office. Out of this sample, 543 (47.1%) are male and 609 (52.9%) are female.

To provide context of the below figure, the below will show the Mean and the Median for:

- 1) Overall of the 1152 people (the reported figure)
- 2) Credentialed ministers only
- 3) Non-credentialed employees only



() = Sample size	Mean	Median
All (1152)	29.4%	32.8%
Ministers (350)	23.7%	25.5%
Non-Ministers (802)	23.9%	23.8%

Table 1

Elim does not hand out bonuses, so no calculations have been made for this.

QUARTILES

● Female ● Male

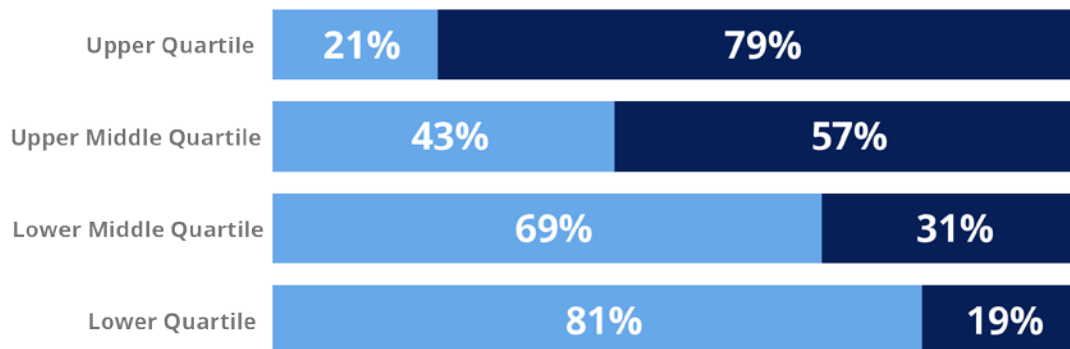


Figure 1 - Quartiles of Earning

GENDER PAY GAP EXPLAINED

As stated in the purpose, the gender pay gap compares senior management with junior employees. What this can highlight is the distribution of pay among female and male colleagues, which can further be linked to gender and seniority. From our sample size, nearly 50% of all people are either a minister or a nursery worker (figure 2). Ministers are predominantly male (89.43%) and nursery workers are largely female (98.59%). With an average wage of £14.91 for ministers and £8.69 for nursery workers, the gender pay gap is largely affected by these two groups.

This is further evident when comparing ministers and non-ministers alone. The gap drops for both groups at the mean and median as shown in table 1.

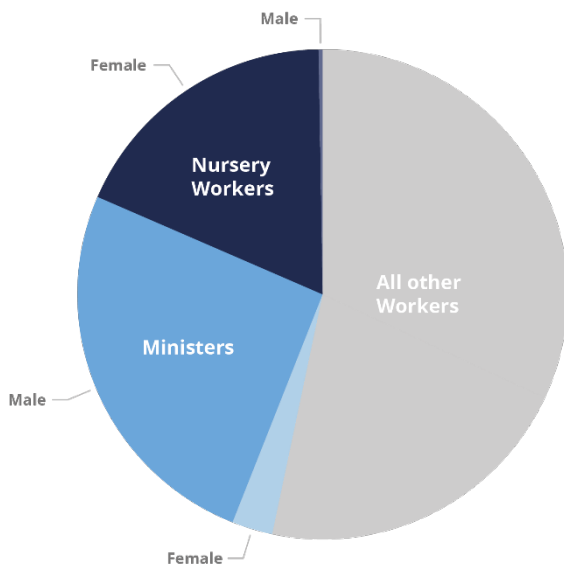


Figure 2 – Proportion of Workers

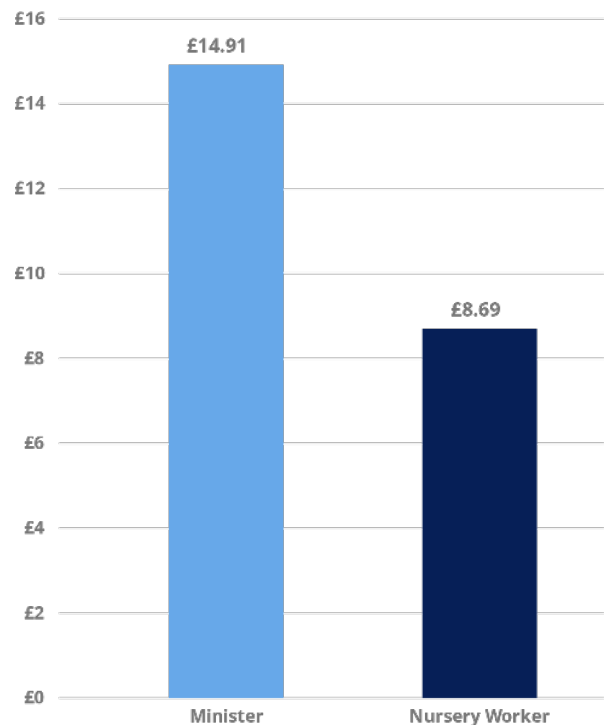


Figure 3 – Average Hourly Wage Minister vs Nursery Worker

MOVING FORWARD

Elim is an equal opportunities employer and will work hard to reduce the gap. As we see more female ministers being accepted in our Ministers in Training program, we anticipate that we will see more female senior ministers coming through the ranks in the coming years.

Nursery workers being predominantly female is a sociological phenomenon that presents issues to the majority of employers who manage nurseries. As an equal opportunities employer we do not discriminate on the grounds of gender and so we would welcome both male and female applicants for nursery worker positions. However, the pool of available candidates for nursery positions are predominantly female as well, which prevents this group from reaching a natural equilibrium of gender.

As we move into the next tax year, Elim will continue to be an equal opportunities employer welcoming people from all genders to join our organisation and serve our communities across the country and abroad.

AUTHORISED

This report has been authorised by the Finance Director of Elim Foursquare Gospel Alliance on the 1 April 2019.