



Ben – Support for life

Gender pay gap report

2017

Ben – Motor and Allied Trades Benevolent Fund.

Registered office: Lynwood Court, Lynwood Village, Rise Road, Ascot SL5 0FG. A charity registered in England and Wales (no.297877) and Scotland (no.SC039842).

A company limited by guarantee, registered in England and Wales (no.02163894). Registered with the Homes and Communities Agency (no. LH 3766).

Gender Pay Gap Report 2017

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show what the pay gap is between male and female employees.

Headline gender pay figures

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at 5th April 2017 and bonuses paid in the year to 5th April. Where the analysis shows a positive figure this denotes the pay percentage for male colleagues exceeded that of female colleagues. Where there is a negative figure this denotes the pay percentage for female colleagues exceeded that of male colleagues.

Pay and bonus gap

Analysis	Median	Mean
Gender pay gap	4.1%	12.7%
Gender bonus pay gap	-6%	-60%

Proportion of employees receiving a bonus

Female	8.2%
Male	5.4%

Mean pay gap

Upper Quartile	23.98%
Upper Middle	-3.75%
Lower Middle	0.12%
Lower Quartile	3.90%

Understanding the gap

Ben's workforce is made up of significantly more female than male staff and the lower paid roles of care staff, housekeeping and catering staff are predominately undertaken by female colleagues. At the reporting date Ben employed 92 men and 305 women. This profile reflects the nature of the sectors of care and health and wellbeing sector.

Although there is an overall (mean) pay gap of 12.7%, there is only a significant difference in the Upper Quartile. This is because this quartile consists of a wide range of roles, from Care Centre Managers to the Executive team. In the two lowest quartiles the pay gap is a much smaller and we are confident that men and women are paid equally for doing the equivalent jobs across our organisation. The pay gap is related to colleagues carrying out different roles within the same quartile.

With regards to bonuses, the variance relates to the job roles where bonuses are included and Ben currently has more female colleagues employed in those roles than male colleagues.

Ben is an inclusive and diverse organisation where all colleagues have the opportunity to work to their potential.