



Somerset Redstone Trust Gender Pay Gap Report 2017

As an employer of over 250 staff, Somerset Redstone Trust is required by law to publish an annual gender pay gap report.

Our workforce is made up of a very high proportion of female staff (83%) compared to male staff (17%) which is very typical for the social care sector and is therefore not unusual.

The Gender Pay Gap is the difference between the remuneration between men and women.

The Trust have taken a snap shot of all employees on one day to generate this report.

- The mean gender pay gap for SRT is -10%
- The median gender pay gap for SRT is -2%
- The mean gender bonus gap for SRT is 0%
- The median gender bonus gap for SRT is 0%

The Table below shows the percentage of males and females in each quartile pay band

Quartile	Male	Female	Description
Q1	18%	82%	Employees whose hourly rate is below the lower quartile
Q2	11%	89%	Employees whose hourly rate is above the lower quartile but below the median
Q3	23%	77%	Employees whose hourly rate is above the median but below the upper quartile
Q4	15%	85%	Employees whose hourly rate is above the upper quartile

Somerset Redstone Trust are committed to equal opportunities for all their employees and have a pay framework in place which ensure that men and women are paid equally for doing the equivalent jobs across the Trust. Although the mean gender pay gap indicates that females earn more than males this is due to the distribution of men and women within their job roles, in particular all our senior employees were female at the time of this report.

I confirm the data reported is accurate;

Keren Wilkinson
Chief Executive Officer