

Gender Pay Gap Reporting Statement - 2024

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Compton, along with other organisations who employ over 250 staff, to publish their gender pay gap report annually.

The gender pay gap is defined as the difference in the average earnings of men and women over a defined time period, regardless of their role or seniority.

We publish data on the mean and median salary pay gap and the proportion of male and female staff in each pay quartile. As we do not pay staff bonuses, the requirement to report on bonus payments is not relevant to Compton.

The 'snapshot' of data used for these calculations was taken on April 2024. At that time, we employed a total of 326 qualifying staff, which consisted of 273 female and 53 males.

Gender Pay Gap Statistics for Compton	
Mean gender pay gap	-10.6%
Median gender pay gap	1.4%

Gender pay split by quartiles	Male	Female
Quartile 1 - lowest	22.2%	77.8%
Quartile 2- second lowest	11.0%	89.0%
Quartile 3- second highest	12.3%	87.7%
Quartile 4 - highest	19.5%	80.5%

This 'snapshot' of data is reflective of our workforce which when the data was captured, comprised 83.7% female and 16.3% male employees. Our highest proportion of males in our workforce is in the lowest quartile, and whilst males are underrepresented in quartiles 2, 3 and 4 this is predominately driven by environmental and historical factors.

Females form the largest part of our workforce and females have the highest proportional representation across all pay quartiles.

Traditionally, many roles in retail are performed by women. Likewise, our clinical workforce is also dominated by women who are likely to be holding nursing posts, where pay is linked to professional qualifications and where enhancements for shift work favourably impacts their hourly rate of pay. Larger representation of males in the upper quartile is due to males holding senior roles, although there is a high number of females in management and senior roles.

Compton has pay banding based on 'job evaluation,' which is about the worth of the job, meaning that pay being unfair due to the sex of the candidate is eradicated and is fair and equitable to all.

The mean gender pay gap shows men are paid more than women (10.6%), with the median gender pay gap showing in favour of women at 1.4%.

Over the previous year, we have seen the Mean Gender pay gap continue to increase in favour of men from 10.0% in 2023 to 10.6% in 2024.