

Compton's Gender Pay Gap Report 2025

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 **percentage difference between the average hourly earnings of men and women** over a defined period, regardless of role or seniority. According to the Office for National Statistics (ONS) men earned between 16-18% more than women across the UK in 2024.

Gender pay gap is different from equal pay. Equal pay means that men and women in the same employment, performing equal work, must receive equal pay. Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman. For instance, a company might have a gender pay gap if most people in senior positions are male, despite paying male and female employees the same amount for similar roles.

Six calculations are included that show the difference between the average earnings of men and women in an organisation. The six calculations required are as follows:

- 1. Proportion of males to females in each pay quartile*
- 2. Proportion of males to females who have received a bonus payment*
- 3. Gender pay gap (median)*
- 4. Gender bonus gap (median)*
- 5. Gender pay gap (mean)*
- 6. Gender bonus gap (mean)*

As Compton does not pay bonuses to any of its employees we have limited this report to the three areas that are applicable to us and where we are required to report, these being:

1. *Proportion of males to female in each pay quartile*
3. *Gender pay gap (median)*
5. *Gender pay gap (mean)*

We are required to calculate and present our Gender Pay Gap in two separate ways:

The median pay gap which shows the difference between the midpoints in the ranges of hourly earnings of all men and all women. So, if we wanted to calculate the median pay for 99 men or women, we would need to rank their hourly earnings in order from lowest to highest and pick the middle-most salary, i.e., the 50th person out of 99. This person would have 49 people paid more than them and 49 people paid less.

The mean pay gap is the difference between average hourly earnings of all men and all women employed by Compton. So, if we wanted to calculate the mean hourly earnings for 99 people, we would add up the hourly earnings of all 99 people and divide the total by 99.

The 'snapshot' of data used for these calculations was taken on the 5 April 2025. At that time, we employed a total of 336 staff, which consisted of 281 females and 55 males.

This snapshot also showed 83.63% of our employees at Compton were female and 16.37% being male employees, this remains broadly unchanged from the previous year's report as Compton still employs a proportionately higher number of female employees. This proportion is common for a charity, particularly in the care sector, likewise many traditionally roles in retail are also performed by women.

The mean gender pay gap figures show below identifies men are paid more than women by 5.6%

Over previous years, we have seen the Mean Gender pay gap continues to increase in favour of women from -2.1% in 2022 to -10.6% the highest difference being seen in 2024. During this year, the gap has reduced by 5.0%.

Gender Pay Gap Statistics for Compton Care	
Mean gender pay gap	-5.6%
Median gender pay gap	16.4%

The below table was formed by splitting the workforce into four equal sized bands based on hourly pay, from lowest to highest. It is encouraging to note a 4% movement in Quartile 1 from 2024, when we reported 22.2% of males and 77.8% of females.

Gender pay split by quartiles		
	Male	Female
Quartile 1 – lowest	26.5%	73.5%
Quartile 2– second lowest	10.8%	89.2%
Quartile 3- second highest	10.8%	89.2%
Quartile 4 - highest	18.3%	81.7%

We continue to have a high female workforce of almost 84% and as we align closely to the NHS agenda for change (AfC) pay to attract and retain professional nurses within the charity, external national pay awards somewhat drive our pay thresholds. An exercise likely to remain in place to enable us to be competitive in the recruitment market, hence a reason in having a higher percentage of female employees forges our median gender pay gap to show 16.4% in favour of women.

However, we believe that given the statistical context listed above, there continues to be no cause for concern for Compton with this data, and therefore no management intervention required.

We will continue to explore how we can attract the most diverse talent into our organisation to create a greater gender balance. As an equal opportunities' employer, we believe in appointing the best candidate based on skills and knowledge into the role, regardless of their gender or other factors covered by the Equality Act.