

Gender Pay Gap Information 2018

All organisations with more than 250 employees must publish data on their gender pay gap. This includes the mean gap, the median gap and the proportion of female and male in each quartile band.

Refuge is required by law to publish an annual gender pay gap report. This report is for the snapshot date of 5 April 2018.

Organisations must also publish data on bonuses; however no employee receives a bonus at Refuge so this is not relevant.

What is a gender pay gap?

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap is different to equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Nationally, the gender pay gap has persisted for many years. While the gap has been closing, overall progress has been, and remains, very slow. The size of the gap varies between the private, public and voluntary sectors, by different types of businesses/services and by other factors, such as the age of employees. The Government has introduced these new reporting requirements to try and improve the rate of progress in closing this pay gap.

There are many factors which contribute to, or cause, a gender pay gap, and these will vary between different employers. Some relate to wider society, such as the type of career choices men and women have typically tended to make, and some may be specific to the particular organisation.

Organisational context

Refuge is predominantly a female led organisation, running a range of specialist services to help survivors' access safety and rebuild their lives. On any given day, Refuge supports more than 6,000 clients overcoming many different forms of violence and abuse: for example domestic violence, sexual violence, so-called 'honour'-based violence, human trafficking and modern slavery, and female genital mutilation.

Violence against women and girls (also called 'gender-based violence') is rooted in inequality between the sexes; it is overwhelmingly perpetrated by men against women. Accordingly, an occupational requirement for most of our support / front line employees applies in that they are required to be filled by women. However it is important to stress that at Refuge, we believe that everybody has the right to

Patrons: Cherie Booth CBE QC, Jo Brand, Fiona Bruce, Dame Helen Mirren, Sir Patrick Stewart OBE, Baroness Kennedy of The Shaws, QC
Chief Executive and Company Secretary: Sandra Horley CBE
Council of Management: Maggie Rae (chair), Manel de Silva, Barbara Donoghue, Dianne Nelmes, Janice Panton, Dame Stella Rimington, Carolyn Pearson, Christine Higgins, Katie Farrington, Kirsten Walkom, Selina Sagayam



a life free from violence. Our professional staff are highly trained to work with everyone experiencing domestic abuse, including heterosexual, gay, bisexual and transgender men. Refuge runs a number of outreach and independent advocacy services for male victims of domestic violence across the country.

Gender Pay statistics

Due to the nature of Refuge’s services, it is predominantly a female employer. As such it employs only a very small proportion of males, which make up 1.4% of the total workforce. These male occupied roles are engaged in head office functions, such as finance. Although a very modest portion of the total workforce, they significantly impact the mean and median gender pay figures, as you will see from the pay distribution table below:

The distribution of employees across quartile bands for the financial year 2018-2019 is:

	Female number	Male number	Total	Female	Male
Lower Quartile	70	1	71	98.6%	1.4%
Lower Middle Quartile	70	0	70	100%	0%
Upper Middle Quartile	70	0	70	100%	0%
Upper Quartile	67	3	70	95.7%	4.3%
	277	4	281		

Underlying causes of Refuge’s Gender Pay Gap

At the snapshot date of 5 April 2018, Refuge employed 277 women (98.6%) and 4 men (1.4%). There is no evidence that Refuge’s gender pay percentage is caused by differences in pay for men and women working in the same role, similar roles or work of equal value.

Considering the quartile information, it is clear that women have roles which span from the lowest to the highest paid roles. Of the very small number of male employees, 1 male was employed in the lower quartile (compared to 70 women) and 3 male employees were employed in the upper quartile (compared to 67 women). Because the majority of the very modest number of male employees exist in the highest quartile, the average pay for male employees is skewed. This significantly impacts both the mean and median figures.

Women’s mean pay is 33.36% lower than men’s. This figure shows the difference between mean (average) hourly rate of pay of male and female employees in the relevant pay period, as a percentage.

Women’s median pay is 35.77% lower than men’s. This figure shows the difference between the median (mid-point) hourly rate of pay of male and female employees in the relevant pay period, as a percentage.

Refuge also operates an occupational qualification for the majority of its support and front line roles, which requires these roles to be filled by women only and therefore Refuge’s demographic of female employees will continue to be substantially higher than male employees.