

## Gender Pay Gap Information 2019

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 women and men 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 2019. 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 introduced these 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 women-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 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 men who are victims of domestic violence across the country.

**Patrons:** Cherie Booth CBE QC, Jo Brand, Fiona Bruce, Olivia Colman, Baroness Helena Kennedy QC, Dame Helen Mirren, Dame Stella Rimington, Sir Patrick Stewart OBE

**Chief Executive and Company Secretary:** Sandra Horley CBE

**Council of Management:** Maggie Rae (Chair), Andrea Daniels, Manel de Silva, Elizabeth Edwards, Katie Farrington, Christine Higgins, Dianne Nelmes, Carolyn Pearson, Selina Sagayam, Ruth Smith, Amerdeep Somal, Kirsten Walkom

Registered Charity No: 277424. Registered in England and Wales. A Company Limited by Guarantee. Company No: 1412276  
Registered Office: 4th Floor, International House, 1 St Katharine's Way, London E1W 1UN



## Gender Pay Statistics

Due to the nature of Refuge's services, it only employs a very small proportion of men making up 2% of the total workforce. The roles occupied by men are in head office functions. Although a very modest portion of the total workforce, the men 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 is:

	<b>Women number</b>	<b>Men number</b>	<b>Total</b>	<b>Women %</b>	<b>Men %</b>
Lower Quartile	75	1	76	98.7%	1.3%
Lower Middle Quartile	75	1	76	98.7%	1.3%
Upper Middle Quartile	72	0	72	100%	0%
Upper Quartile	72	4	76	94.7%	5.3%
	<b>294</b>	<b>6</b>	<b>300</b>		

## Underlying causes of Refuge's Gender Pay Gap

As at the snapshot date of 5 April 2019, Refuge employed 294 women (98%) and 6 men (2%). 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 men employees, 1 man was employed in the lower quartile (compared to 75 women), 1 man was employed in the lower middle quartile (compared to 75 women) and 4 men employees were employed in the upper quartile (compared to 72 women). Because the majority of the very modest number of men employees are in the highest quartile, the average pay for men employees is skewed. This significantly impacts both the mean and median figures.

Women's mean pay is 25.01% lower than men's. This figure shows the difference between mean (average) hourly rate of pay of men and women employees in the relevant pay period, as a percentage.

Women's median pay is 33.12% lower than men's. This figure shows the difference between the median (mid-point) hourly rate of pay of men and women employees in the relevant pay period, as a percentage.

Refuge also operates an occupational qualification for the majority of our support and front line roles which requires these roles to be filled by women only and although the Gender Pay Gap figures have improved on last years' figures, Refuge's demographic of women employees will continue to be substantially higher than men employees.