



camphill  
village  
trust

# gender pay gap report 2022



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# Gender Pay Gap Report

Camphill Village Trust is a national charity working to enable people with learning disabilities, autism and mental health challenges to lead a life of opportunity. The Trust aims to empower the people we support to lead more connected, fulfilled lives and make informed choices.

Since our beginnings in North Yorkshire in the 1940s, the work of Camphill Village Trust has grown and we have established a network of 10 communities delivering services across England.

Our communities offer supported housing, social care and provide opportunities for people to learn new skills, make friends and gain confidence through a range of daytime activities - from social farming and gardening and arts and crafts, to opportunities in retail, catering and estate management.

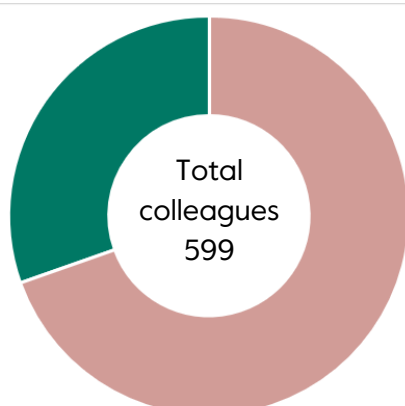
We offer both campus style-communities in more rural areas, as well as urban communities with accommodations dispersed across small towns.

Building a diverse and inclusive workforce remains a top priority at Camphill Village Trust. Our staff are passionate, caring and adaptable and share the Camphill Village Trust ethos and values.

This gender pay gap report is based on data as at 5 April 2022,

The report shows that with 69.5% of our colleagues being female, Camphill Village Trust's overall median gender pay gap is 4.03% in favour of men. While the Trust's gender pay gap is below the national average, we know there is work to do to minimise the gaps.

## Camphill Village Trust workforce diversity



# Our analysis

## Our gender pay gap

Our mean gender pay gap difference is

7.20%

(mean is average)

Our median gender pay gap difference is

4.03%

(median is the middle value)

## Proportion of males and females by pay quartile

Lower



Female 71% (91)  
Male 29% (37)

Lower Middle



Female 74% (95)  
Male 26% (34)

Upper Middle



Female 66% (85)  
Male 34% (44)

Upper



Female 68% (87)  
Male 32% (41)

## Our bonus pay gender difference

Our mean difference is

8.23%

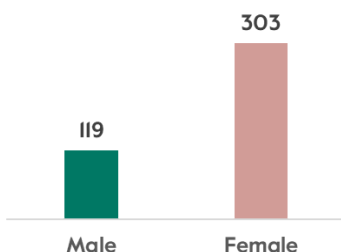
(mean is average)

Our median difference is

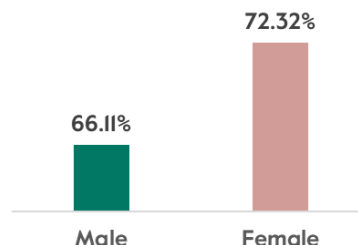
0.00%

(median is the middle value)

## Number receiving bonus



## Percentage receiving bonus



# Next steps

We will continue to review, monitor and improve our pay systems to diminish the pay gap between men and women. Camphill Village Trust remains committed to equal opportunities. We actively promote equality, diversity and inclusion within our workplace and welcome applications from all sections of the community, and treat people equally, with dignity and respect, and without discrimination.

I confirm that the gender pay gap information provided in this report is accurate.



John Lucey, People Director

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