

Gender Pay Gap Submission for Year Ending 4 April 2023 – submitted 1/11/23

What is the Gender Pay Gap

The gender pay gap is the difference in average hourly earnings between men and women. It is caused by a range of complex factors including occupational segregation (where men and women do different types and levels of work) lack of flexible working opportunities and discrimination in pay and grading.

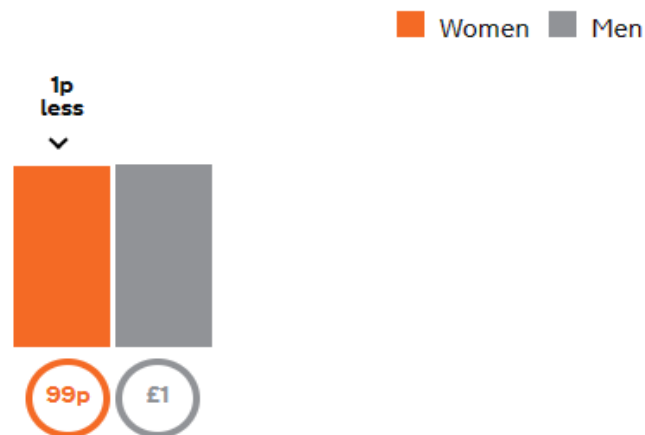
This is not the same as equal pay, which covers the concept of equal pay for equal work.

We are confident as a business that we do not pay a different wage for the same role, however as we have a larger number of females in lower paid roles than males, this is visible in the data.

We are also working on refreshing our recruitment toolkits to focus on values and skill based assessments with clear outcomes and scoring to reduce any unconscious bias, and commit to always being transparent in our salaries during recruitment.

Hourly pay gap

In this organisation, women earn 99p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.7% lower than men's.



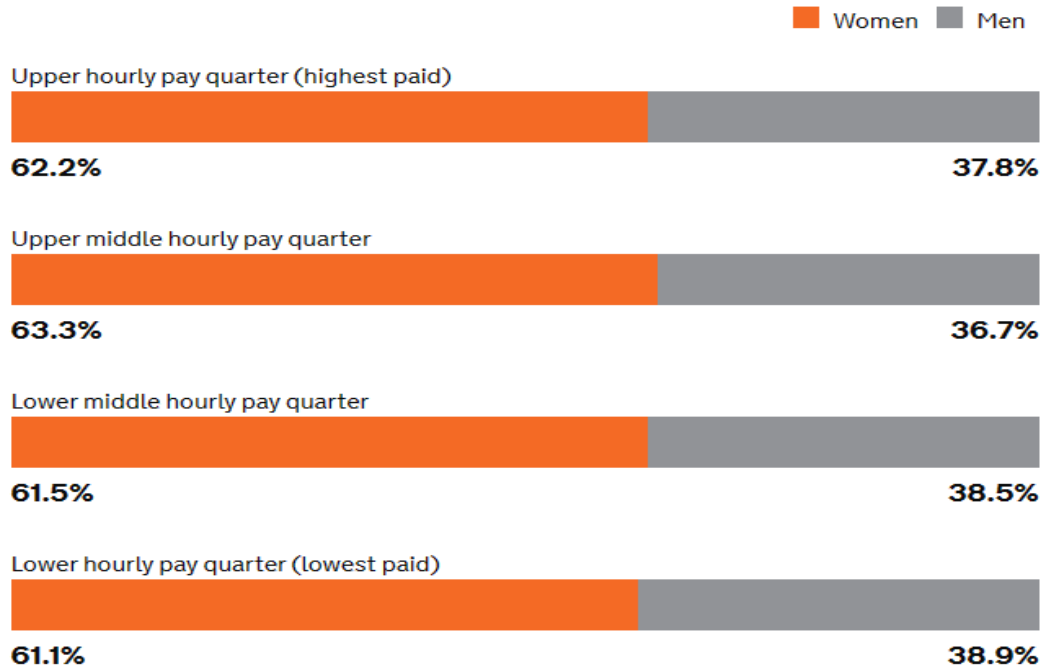
When comparing mean (average) hourly pay, women's mean hourly pay is 6.3% lower than men's.

Median Pay is calculated by listing all employees hourly rate of pay and finding the mid point. This is not a measure of individuals doing the same role being paid different, but where the mid point of all hourly rates compare.

The Mean is calculated by adding all rates of pay and dividing it by the total number of employees.

The percentage of women in each pay quarter

In this organisation, women occupy 62.2% of the highest paid jobs and 61.1% of the lowest paid jobs.



As with many providers within Social Care, the majority of our employees are females (58%) and therefore we see a skew of the figures to demonstrate this.

Bonus pay gap

In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 14.3% lower than men's.

Who received bonus pay

73.3% of women

61.3% of men

Bonus pay is anything such as incentives such as the Asda Xmas Vouchers issued in 2022, this would have been received largely by women who make up the majority of the workforce.

Sam Hewlett

23rd November 2023