

CHANGING LIVES

Gender Pay Gap Report 2018/19

2018/19 Gender Pay Gap Report (Snapshot Date: 5th April 2019)

Gender pay gap reporting legislation requires employers (across public, private and voluntary sectors) with 250 employees or more to publish calculations each year showing how large the pay gap is between their male and female employees. Under the regulations [The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 in the case of the voluntary sector] employers are required to report the following specific measures in relation to their gender pay gap:

- **Average gender pay gap as a mean average** – difference between the average hourly rate of male and female employees
- **Average gender pay gap as a median average** – lining up all existing hourly rates, the difference between the mid-point of that of male employees compared to females
- **Average bonus as a mean average** – the difference between the average bonus paid to male employees compared to females
- **Average bonus as a median average** – lining up all bonus values, the difference in the mid-point paid to male employees compared to the average of those paid to females
- **Proportion of male and female employees receiving a bonus payment**
- **Proportion of males and females when divided into 4 groups (quartiles) ordered from lowest to highest pay**

As an organisation, we do not pay bonus payments therefore this measure will not be reported on.

Definitions

It is important to differentiate between gender pay gap reporting and equal pay. In accordance with the Equality Act 2010, employers are required to pay men and women performing the same (or similar) work the same rate of pay. Gender pay gap, on the other hand, is a measure of the difference between the average (mean or median) earnings of men and women based on an hourly rate of pay. This is expressed as a percentage of men's earnings.

This report is based on hourly pay rates as of 5th April 2019. For this reporting period this includes a total of 543 employees of which 383 (70.5%) employees are female and 160 are (29.5%) male.

Last year, i.e. 5th April 2018, we reported a total of 544 employees, of which 376 (69.1%) employees were female and 168 (30.9%) were male.

The definition of pay is gross ordinary pay as of the snapshot date of 5th April 2019. It does not include overtime, payment in lieu of leave, redundancy or any other benefit in kind. The definition of employees is those employed as of 5th April 2019.

Overview

As an organisation we are committed to equality, fairness and inclusion, and take every opportunity to embed these values into our day to day operations. Our gender pay gap for this reporting period shows the difference is small and continues to demonstrate an improving picture towards closing the gap. Our workforce and senior leadership team is made up of a large proportion of women – approximately 70% in total which supports our efforts to create an inclusive and supportive workplace in which difference is promoted and celebrated.

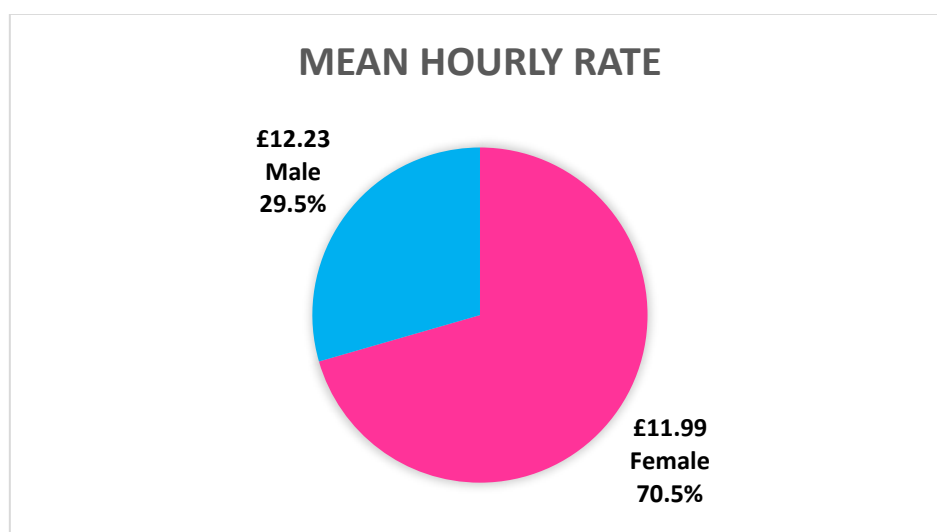
Pay Gap

The table below shows our mean and median figures for hourly pay.

Difference between male and female pay as of 5 th April 2019		
	Mean	Median
Hourly pay	2.0%	1.2%

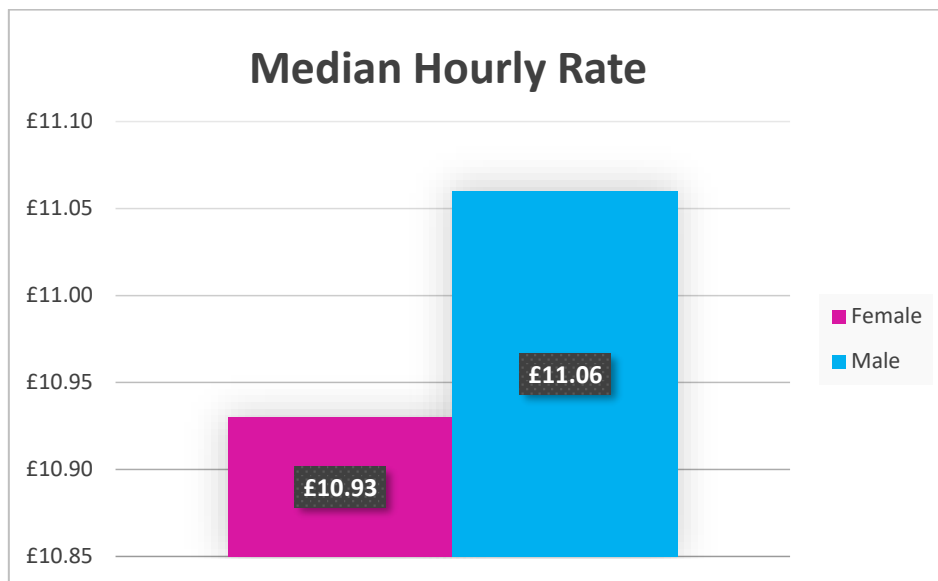
Further detail of the separate calculations and improvements since previous reporting period are included below.

Mean Gender Pay Gap



As of 5th April 2019 the mean hourly rate difference between male and female employees is £0.24 (2%). This is an improvement on last year where the mean figure was £0.46 (3.8%).

Median Gender Pay Gap



As of 5th April 2019 the median hourly rate difference between male and female employees is £0.13 (1.2%). This is an improvement on last year where the mean figure was 0.27 (2.6%).

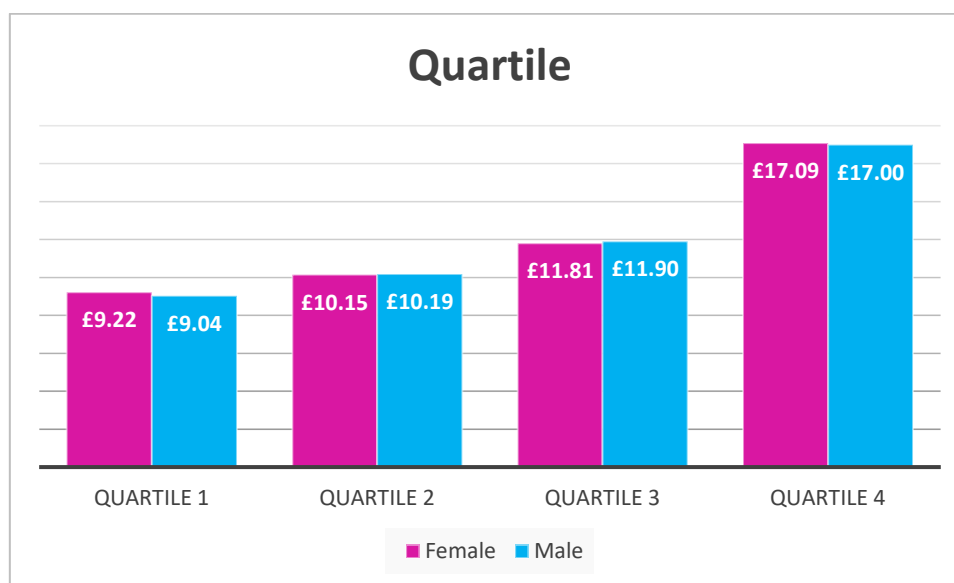
This reporting period sees an improvement of 1.8% mean and 1.4% median on the previous year's figures. This can be explained in part by the fact that different pay rates (as a consequence of legacy contracts in accordance with TUPE Regulations), which impact upon gender pay reporting, are decreasing through natural turnover or staff moving to Changing Lives' terms and conditions of service (where the principle of equal pay applies). Other factors also play a part including representation of women across the different pay quartiles as set out below.

We are committed to ensuring pay parity across roles and regularly undertake an industry-wide annual pay survey comparing our pay structures against other employers across our sector. Insights gained through this exercise are used to inform pay structures and annual pay awards to ensure fairness whilst at the same time supporting our efforts to attract talent into our business.

Pay Quartiles

The table below shows the proportion of male and females when divided into 4 groups, ranging from lowest to highest earners. The difference is how much higher men are paid in the quartile relative to women.

	Female No %	Male No %	% Difference in Pay (In relation to Males)
Quartile 1 (lowest) e.g. Apprentice, Sessional Worker, Assistant Support Worker, Support Worker	74.3%	25.7%	-2.0%
Quartile 2 e.g. Assistant Support Worker, Support Worker, Coordinator	69.1%	30.9%	+0.3%
Quartile 3 e.g. Coordinator, Team Leader, Support Worker	71.1%	28.9%	+0.8%
Quartile 4 (highest) e.g. Service Manager, Project Manager, Director, Executive Director, CE	67.6%	32.4%	-0.5%



As of 5th April 2019, the differences between male and female pay at each quartile is marginal.

The above figures represent an improving picture and demonstrate small percentage differences across all pay quartiles showing our continued commitment to reducing the gender pay gap (recognising this can be influenced through legacy contracts where staff are transferred from other employers). The largest difference across the Quartiles (Quartile 1)

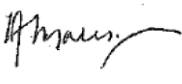
shows a higher average hourly pay rate for female employees. Of note is the improvement seen within Quartile 4 – previously reported as a difference of 6.9%. This has been achieved in part through the appointment of female workers into senior roles.

Interestingly, and against employment trends, the proportion of male and females at each quartile closely reflects our overall percentages of male / female employees. This seems to suggest that female employees within the organisation are not treated unfavourably with respect to career progression and earning potential in comparison with male colleagues. This is reflective of our strong organisational PEOPLE values (Passionate, Empowering, Opportunity-Driven, Positive, Listening, and Equality-Focused) which underpins our efforts to attract, develop and retain a talented workforce.

Conclusion

As an organisation our gender pay gap as of 5th April 2019 is extremely low. With a mean difference of 2.0% and a median difference of 1.2%, we are well below the UK average of 17.3% (Source: Office of National Statistics, 2019). Whilst our gender pay gap is low, we will maintain our efforts to reduce this even further. This includes our commitment to equality and inclusion whereby we will work to remove barriers to employment and progression through initiatives that enable our people to reach their potential and flourish in the workplace. Whilst we are proud of our workforce and the high percentage of female staff (in 2016 84% of care worker roles in the UK were held by women with a +1.1% gender pay gap - Office of National Statistics), we also recognise more work is needed to achieve a more representative workforce of the communities accessing our services. To this end we will continue to work with our different communities and will look at ways to attract, develop and retain talented individuals to ensure we are truly representative.

In support of our continued efforts to create an inclusive workplace and to remove pay disparity, we are looking to complete a formal job evaluation exercise across all roles and pay grades during 2020. It is hoped the review will provide opportunity to remove different terms and conditions from our pay and reward structures and will further support our efforts to reduce our gender pay gap.

Signed by: 

Name: Lesley-Anne Knowles

Position: Executive Director (People)

Date: 5 April 2019