

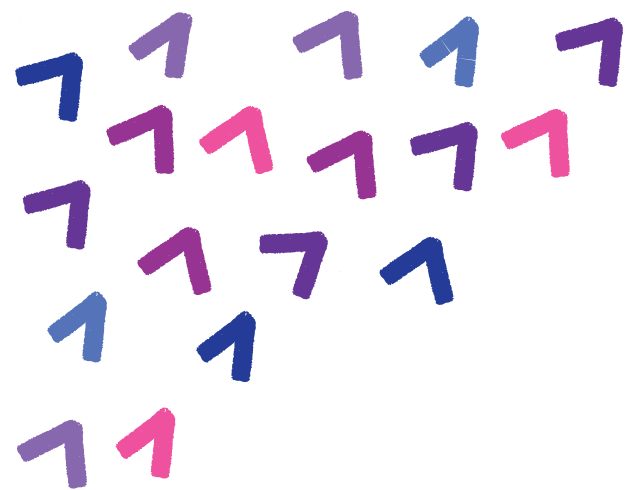
Gender Pay Gap Report 2020/21

April 2022



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Our 2020/21 Gender Pay Gap Report (Snapshot Date: 5 April 2021)

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations each year showing how large the pay gap is between their male and female employees. The calculations to report on are:

- **Average gender pay gap as a mean average** - difference between the average hourly pay 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 males receiving a bonus payment and proportion of females**
- **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 element is not applicable.

This report is based on hourly pay rates as of 5 April 2021 and the calculations in this report are accurate as of that date.

As an organisation, we are committed to equality, fairness and inclusion and take every opportunity to embed these values into our day-to-day work to support people who face the most challenging of circumstances. Our gender pay gap results demonstrate we continue to maintain a position whereby our gender pay difference is relatively small however we persist in our efforts to close the pay gap.

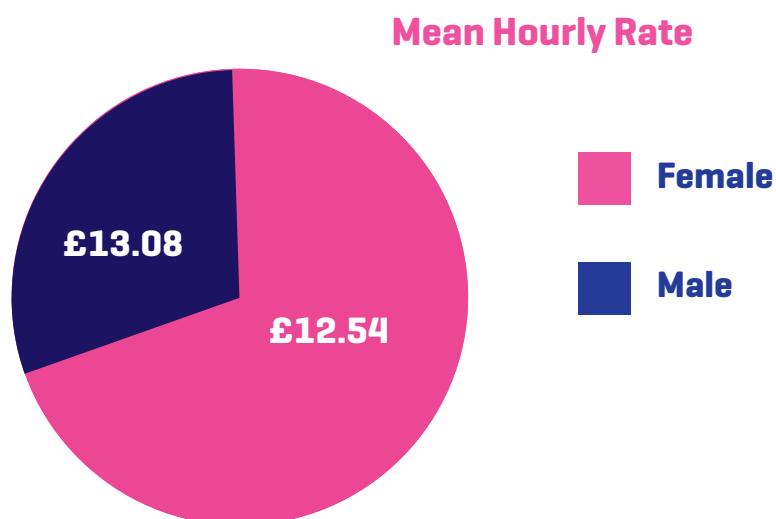
Average Gender Pay Gap

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

Difference between male and female pay as of 5 April 2020		
	Mean	Median
Hourly fixed pay	4.2%	0.2%
Bonus paid	N/A	N/A

The data is based on a total of 566 employees as of 5 April 2021, of which 397 (70.1%) were female and 169 (29.9%) were male. Our workforce makeup is largely consistent with our reporting for the previous year (2019/20), i.e. 69.7% were female and 30.3% were male, and is also aligned to the gender split across the voluntary sector more generally.

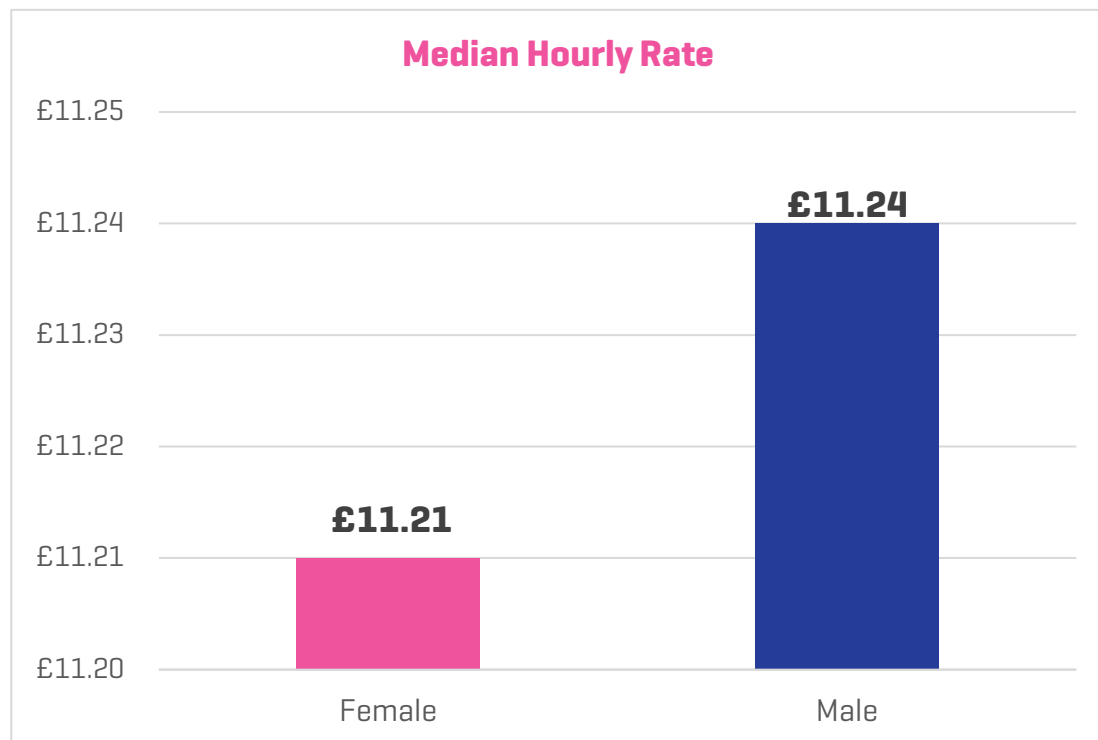
Mean Gender Pay Gap



We see an increase of 1.5% in our mean figure (2.7% in previous reporting period), i.e. the mean hourly rate difference between male and female employees is £0.54p in comparison with £0.34p for the reporting period 2019/20. This continues the gradual upwards trajectory on the mean hourly rate over a 3-year period (mean figure was £0.24p during the 2018/19 reporting period).

Although a favourable position, the pay gap appears to be gradually widening. For this current reporting year, this can be explained through an increase in the number of female employees within the lowest pay bands, i.e. Quartiles 1 and 2 by 11.1% and 10% respectively (see Pay Quartiles below). The population within Quartiles 2 and 3 remains largely unchanged to that of the previous reporting period.

Median Gender Pay Gap



We see an increase of 0.1% in our median figure (0.1% in previous reporting period), i.e. the median hourly rate difference between male and female employees is £0.03p (increase on previous year where the median figure was £0.01p).

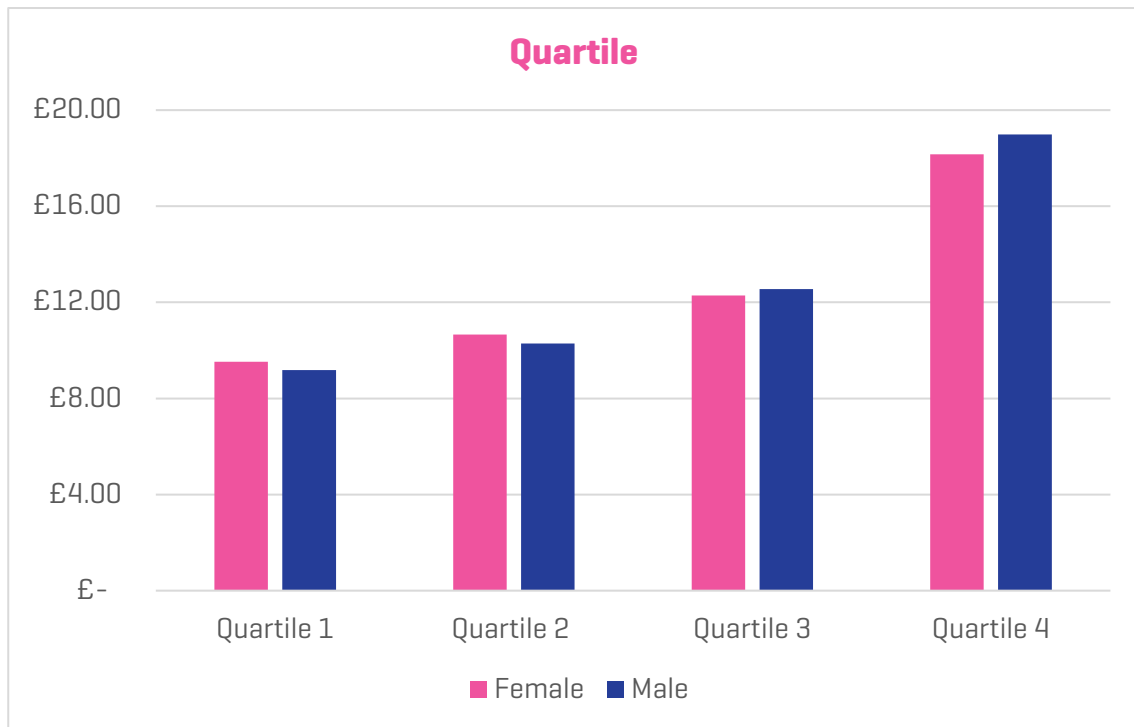
Our median figure saw a decrease during reporting period 2018/19 and whilst a marginal increase is noted for this current year, it has remained consistently low. This favourable position aligns with our efforts to ensure parity across pay rates, whereby there is no differentiation between male or female employees. This is supported by the recent introduction of a new pay structure during 2021 as a means of achieving fair and transparent pay arrangements. This included some colleagues moving over to Changing Lives' terms and conditions of pay following business transfers, thus helping to reduce legacy pay disparity.

Pay quartiles

The table below shows the proportion of males and females when divided into 4 groups, from lowest to highest earning within the organisation. The difference is how much higher men are paid in the quartile relative to females.

	Female No %	Male No %	% Difference in Pay (in relation to Males)
Quartile 1 (lowest) e.g. Apprentice, Sessional, Assistant Support Worker, Support Worker	80.1%	19.9%	-3.8%
Quartile 2 e.g. Support Worker, Coordinator; Specialist Worker/ Practitioner	61.0%	39.0%	-3.7%
Quartile 3 e.g. Coordinator, Team Leader	73.2%	26.8%	+2.2%
Quartile 4 (highest) e.g. Service Manager, Project Manager, Director, Executive Director, CEO	66.2%	33.8%	+4.4%

The table below shows the actual pay values (hourly rate) for each of the 4 Quartiles.



The data shows that females are paid higher than males in Quartiles 1 and 2, i.e. £0.35p and £0.38p respectively, a position that has shifted from the previous reporting period (females were paid £0.13p higher than males in Quartile 1, and the same as males in Quartile 2). This can be explained by the fact that the Pay Quartiles group together roles covering a pay range whereby females are seen to occupy roles at the higher end of the pay scale.

Quartiles 3 and 4 are showing a deteriorating position with males receiving £0.27p and £0.83p more per hour respectively than their female colleagues, i.e. +2.2% and +4.4% pay difference. This is despite there being an increase in the female population in Quartile 3 by 1.5%. Conversely, there is a marginal drop of 0.7% in the female population in Quartile 4.

Conclusion

As an organisation, our gender pay gap as of 5 April 2021 is low. With a mean difference of 4.2% and a median difference of 0.2%, we are well below the U.K. average of 7.9% (median difference) for 2021 (source: Office of National Statistics, Gender pay gap in the UK:2021, published 26 October 2021).

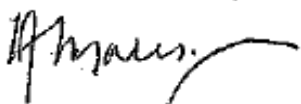
We are supported by a workforce where 70.1% of our employees are female (as of 5th April 2021) and whilst our gender pay gap is low, we continue our journey towards total pay equality. This has included over the past year, moving employees on legacy contracts (where possible) with different pay arrangements onto our pay structure whilst at the same time ensuring all new appointments are in accordance with our revised pay structure that we introduced during April 2021.

During the past year, in support of our efforts to respond to the recruitment crisis, we delivered significant system and process improvements to our hiring practices. This included introducing a new applicant tracking system whose purpose is not only to automate and enhance the candidate experience, but also as a means of ensuring a non-gender bias approach in our recruitment practices.

We will not be complacent and will stand committed to seeking out solutions to address our current pay gap. In particular, we are paying attention to the changes within Pay Quartiles 3 and 4, whereby men are being paid at a higher rate than females. Our work during this year will focus on management and leadership development and will provide support to females who are keen to achieve career progression.

Whilst we are committed to gender pay equality, we are an industry that has historically attracted more females than males. Therefore, as an inclusive organisation we must continue to work towards a more even balance of male/female employees whose collective efforts and diverse experiences will deliver the best possible service for the people we support.

Signed by:



Name: Lesley-Anne Knowles
Position: Executive Director (People)
Date: 1 April 2022



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