

Aldingbourne Trust Gender Pay Gap Report

1. Introduction

As an English voluntary-sector employer with more than 250 employees, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require us to calculate our gender pay and gender bonus gaps every year. The first Aldingbourne Trust gender pay gap report was taken from a "snapshot date" of the pay period preceding 5th April 2017 (20th March 2017).

2. The six metrics required by the legislation

There are six key metrics that we are required to report on in this year's report are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage is +1.1%
- the difference in the median pay of full-pay men and women, expressed as a percentage is -2.0%
- the difference in mean bonus pay of men and women, expressed as a percentage is 0%
- the difference in median bonus pay of men and women, expressed as a percentage is 0%
- the proportion of people who received bonus pay is men 0% and women 0.6%
- the proportion of full-pay men and women in each of four quartile pay bands is as follows

	men %	Women %
Lower quartile	33%	67%
Lower middle quartile	31%	69%
Upper middle quartile	33%	67%
Upper quartile	27%	73%

We can confirm that the figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. A copy of the calculating mechanisms used can be found on the ACAS.org website (<http://www.acas.org.uk/index.aspx?articleid=5768>)

3. The underlying causes of the gender pay gaps

The Gender Pay Gap metrics require us to use two different types of average to measure our pay gap so for both genders to come out marginally ahead in one means the result is close to a pay gap of zero. The Aldingbourne Trust therefore is delighted to share these gender pay gap results because they demonstrate how even gender pay is in the organisation, and how existing and prospective staff can feel confident that organisation's intention to treat people with integrity and fairness is demonstrable.

There are a large variety of different roles across the organisation, from Employment Consultants to Open Farm Supports to Senior Support Workers to Powerful Trainers. The Aldingbourne Trust uses a salary structure to compare the value of each role. This is done before recruitment commences, so whoever is appointed their remuneration is consistent with roles not individual pay.

In terms of bonuses, because only one operational manager received a performance target related bonus, there was virtually no difference in these measures using the ACAS calculations.

The even spread of both genders across each pay quartile again underlined how evenly people are rewarded. The same proportion of men and women were in the bottom and middle pay quartiles. There were proportionally more women than men in the top pay quartile because there are more women managers in senior management and in project management than men.

4. Comparison against the wider picture

Across all sectors, the gender pay gap for full-time employees in 2016 was 9.4% in favour of men. Very few comparative results are available for 2017 yet, however of those available on the Gender Pay Gap Service website at the time of publishing, the following learning disability organisations results were available:

	Mean	Median
Aldingbourne Trust	Men +1.1%	Women +2.0%
Community Lives Consortium	Men +3.4%	0%
Cornerstone Community Care	Women +2.7%	0%
Devon and Cornwall Autistic Community Trust	Men +2.2%	0%
St Cuthbert's Care	Men +0.3%	Women +0.5%
St Mungo Community Housing Association	Women +1.1%	Men +0.1%

The Aldingbourne Trust's gender pay gap results are quite consistent therefore with other employers in the learning disability care sector.

5. Addressing the gender pay gap

Because there is a small gap, the Aldingbourne Trust will continue to look for ways to prevent an increase. There is also an intention to review the Salary Scale during 2018, which will need to be handled carefully so that any changes reduce gender pay gaps rather than increase them. Other enhancements that will help gender pay are changes to overtime payments for part time staff taking holidays and a review of maternity and paternity pay.

6. Gender pay gap report sign off

I confirm that the information contained in this report is accurate.

Frances Russell (Chair), 3rd January 2018