

# 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.

This is the third Aldingbourne Trust gender pay gap report, taken from a "snapshot date" of the pay period preceding 5<sup>th</sup> April 2019 (20<sup>th</sup> March 2019).

## 2. The six metrics required by the legislation

There are six key metrics that we are required to report on are:

	2017/18	2018/19
the difference in the mean pay of full-pay men and women, expressed as a percentage is	+1.51%	+3.34%
the difference in the median pay of full-pay men and women, expressed as a percentage is	-0.11%	+0.96%
the difference in mean bonus pay of men and women, expressed as a percentage is	0%	0%
the difference in median bonus pay of men and women, expressed as a percentage is	0%	0%
the proportion of people who received bonus pay is	Males 0% Females 0.53%	Males 0% Females 0.51%

The proportion of full-pay men and women in each of four quartile pay bands is as follows:

	2017/18		2018/19	
	males %	females %	males %	females %
Lower quartile	28%	72%	29%	71%
Lower middle quartile	32%	68%	25%	75%
Upper middle quartile	30%	70%	32%	68%
Upper quartile	25%	75%	25%	75%

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

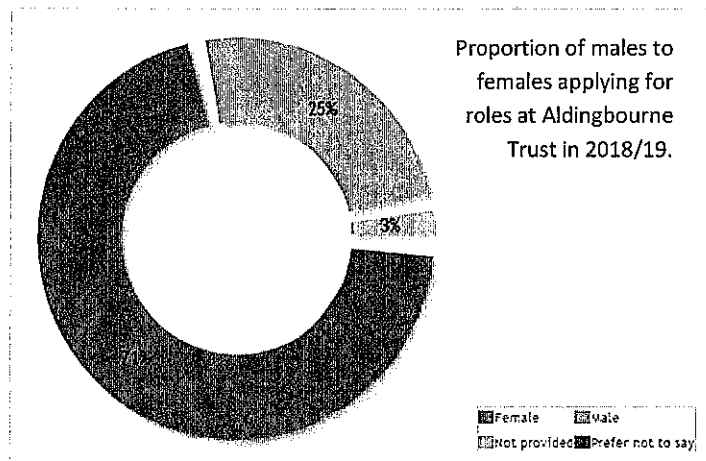
After two years of near gender pay neutrality using the metrics we are required to use, there is a small change in the gender pay gap at Aldingbourne Trust over the last recorded year. In common with the widening national gender pay gap, announced by the ONS in October 2019, we have experienced an increase of 1.8% in the mean pay difference and an increase of 1% in the median pay difference is

# Gender pay gap widens for full-time UK workers amid 'dismally slow' progress

Women working full-time are paid 8.9 per cent less than men, up from 8.6 per cent in 2018

However, looking at the underlying reasons for the growth, it seems there are two factors internally that have contributed to this that can be influenced during the remainder of 2019/20:

1. Over the last five years, the proportion of males to females applying for roles within Aldingbourne Trust has declined from approximately 1:3 to 1:3.5, which reflects the change in the wider employment market as unemployment reduces. In fact, there was only one more 'pay



relevant' male in the calculations than at the same point last year. This reduction in male applicants should not mean that females are paid less equally. However, during 2018/19 the number of female Support Workers recruited with less experience (and therefore paid in the lower middle pay quartile) was higher than in previous years.

This was because:

- A new project opened and was staffed predominantly by female Support Workers;
- LTO grew in another; and,
- remained high in a third.

The increase of female employees in this quartile - below the mean and median pay levels - has pulled down the average pay for female employees.

The Aldingbourne Trust uses a criteria-based recruitment process designed to eliminate recruiter bias, so that the 'best' person for the role is offered the job concerned. The Aldingbourne Trust values 'life experience' over 'social care experience' which leads to lower entry level pay, which has contributed to the widening averages in this reporting year.

2. Three female employees in the top pay quartile left their roles which also slightly skewed the statistics. Two females weren't replaced, and one female was replaced by a male employee.

The overall averages remain low, and gender pay is still comparatively even compared to the national average. Existing and prospective staff can feel confident that the organisation's intention to treat people with integrity and fairness is still demonstrable.

The Aldingbourne Trust continues to use a salary structure to compare the value of each role. This is done before recruitment commences, so whoever is appointed can be confident their remuneration is consistent with roles, not the pay of other individuals.

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 minor decrease from 2017/18 mirrored the growth in the number of employees.

The spread of both genders across each pay quartile was consistent with those in the two preceding years, although as described it was above the increase of newly recruited female Support Workers in the lower middle quartile and had the effect of increasing the percentage of females in this quartile by 10%.

#### **4. Comparison against the wider picture**

According to the ONS in October 2019, "the gender pay gap among full-time employees stands at 8.9%, little changed from 2018, and a decline of only 0.6 percentage points since 2012. The gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019 and continues to decline."

Comparative results with other learning disability organisations on the Gender Pay Gap Service website at the time of writing were extremely scarce. Of the seventeen that Aldingbourne Trust compare themselves against in national benchmarking activities, only one had published their result. This is a contrast to the previous two years.

	Mean	Median
Aldingbourne Trust	+3.34%	+0.96%
St Cuthbert's Care	+4.5%	+13.0%

The Aldingbourne Trust's gender pay gap results are lower than the other publishing employer in the learning disability care sector. Indeed, St Cuthbert's gender gap has also increased (being 3% / 10% respectively) from 2017/18's gender pay results.

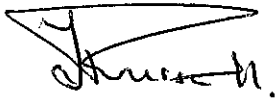
#### **5. Addressing the gender pay gap**

Because there is a small gap, the Aldingbourne Trust is considering the following actions to prevent the gap from widening further, and hopefully reduce it:

- Compare the entry level of pay for appointees against the first pay rate in the upper middle quartile (including the pay increase applied in April 2019) before a job is offered.
- When staff on higher pay levels resign, consider the Gender Pay impact in the replacement process.
- Positively advertise for males to fill entry level Support Work roles.

## **6. Gender pay gap report sign off**

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

A handwritten signature in black ink, appearing to read 'Frances Russell', written over a horizontal line.

Frances Russell (Chair),

9<sup>th</sup> March 2020