

Aldingbourne Trust Gender Pay Gap Report 2020/2021

1. Introduction:

All organisations employing 250 or employees are required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to report their gender pay and bonus gap. The term 'employee' refers to the definition in The Equality Act 2010 and includes workers (such as those on zero hours contracts). The data we are required to report on is:

- percentage of males and females in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

This is the fourth Aldingbourne Trust Gender Pay Gap Report, the data in this report is taken from 20th March 2020 (our 'snapshot date' for the pay period proceeding 5th April 2020).

2. Our Gender Pay Gap Findings:

Table 1. Percentage of males and females in each hourly pay quartile:

	2018/2019	2019/2020	2020/2021
Upper Quartile	(M) 25%, (F) 75%	(M) 25%, (F) 75%	(M) 21%, (F) 79%
Upper Middle Quartile	(M) 30%, (F) 70%	(M) 32%, (F) 68%	(M) 29%, (F) 71%
Lower Middle Quartile	(M) 32%, (F) 68%	(M) 25%, (F) 75%	(M) 25%, (F) 75%
Lower Quartile	(M) 28%, (F) 72%	(M) 29%, (F) 71%	(M) 38%, (F) 62%

Table 2. Mean, median and bonus pay figures:

	2018/2019	2019/2020	2020/2021
The difference of mean pay for full-pay relevant males and females, shown as a percentage	+1.51%	+3.34%	+0.28%
The difference of median pay for full-pay relevant males and females, shown as a percentage	-0.11%	+0.96%	+0.0%
The percentage of males and females receiving bonus pay	0%	0%	0%
The mean gender pay gap for bonus pay	n/a	n/a	n/a

The median gender pay gap for bonus pay	n/a	n/a	n/a
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These figures have been calculated in accordance with the government guidance published at <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

3. Analysis of our Gender Pay Gap:

The snapshot data provided a head count of 287, with 255 individuals qualifying as full-pay relevant employees and of those 74% were female.

The figures detailed in Table 1 show an increase in female representation in the upper and upper middle quartiles, and an increase in male representation in the lower quartile. Demonstrating improving gender equality at all levels within the Trust, including increased female representation at management/executive level and an improving male presence within frontline support.

Our gender pay gap between the pay of males and females has reduced to an overall mean of 0.28% and median of 0.0% - therefore on average our male employees are paid 0.28% more than our female employees. This is substantially lower than the overall average of 15.5% for all employers, 6.2% related to 'caring, leisure and other service occupations', 1.8% reported specifically for care workers (ONS, 2020), and the average of 3.2% reported by the Charity Commission (2020).

We are unable to report on bonus payments as none were made during this reporting year.

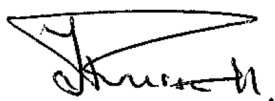
4. Conclusion:

Our below average gender pay gap can be attributed to our drive to support staff who have caring responsibilities outside of the workplace, our inclusive and equal opportunities orientated recruitment practices, a commitment to developing our staff, and ensuring our employee benefits package effectively meets our employee needs.

However, there is always room for improvement, and the Trust will continue to evaluate how we attract, retain, and build a more diverse workforce, and ensure that we are reflective of our local community and the people that we support.

5. Sign Off:

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



Frances Russell (Chair) 4th October 2021