

Aldingbourne Trust Gender Pay Gap Report 2021/2022

1. Introduction:

All organisations employing 250 or more 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 fifth Aldingbourne Trust Gender Pay Gap Report, the data in this report is taken from 20th March 2021 (our ‘snapshot date’ for the pay period proceeding 5th April 2021).

2. Our Gender Pay Gap Findings:

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

	2018/2019	2019/2020	2020/2021	2021/2022
Upper Quartile	(M) 25%, (F) 75%	(M) 25%, (F) 75%	(M) 21%, (F) 79%	(M) 20%, (F) 80%
Upper Middle Quartile	(M) 30%, (F) 70%	(M) 32%, (F) 68%	(M) 29%, (F) 71%	(M) 18%, (F) 82%
Lower Middle Quartile	(M) 32%, (F) 68%	(M) 25%, (F) 75%	(M) 25%, (F) 75%	(M) 28%, (F) 72%
Lower Quartile	(M) 28%, (F) 72%	(M) 29%, (F) 71%	(M) 38%, (F) 62%	(M) 36%, (F) 64%

Table 2. Mean, median and bonus pay figures:

	2018/2019	2019/2020	2020/2021	2021/2022
The difference of mean pay for full-pay relevant males and females, shown as a percentage	+1.51%	+3.34%	+0.28%	-4.47%
The difference of median pay for full-pay relevant males and females, shown as a percentage	-0.11%	+0.96%	+0.0%	-1.87%

The percentage of males and females receiving bonus pay	0%	0%	0%	0%
The mean gender pay gap for bonus pay	n/a	n/a	n/a	n/a
The median gender pay gap for bonus pay	n/a	n/a	n/a	n/a

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

Under the guidance employers are requested to identify their ‘relevant employees’ and their ‘relevant full pay employees’. All relevant employees are included in the bonus pay calculations; however, only relevant full pay employees are included in the quartiles, mean, and median calculations.

Those employees who would qualify as relevant but not relevant full pay are those employees receiving less than their normal full hourly rate of pay in the ‘snapshot period’ including those on sick leave, maternity leave, furlough, and unpaid leave.

On 20th March 2021, 29% of all relevant employees did not qualify as relevant full pay employees due to flexible or full furlough and maternity leave. Therefore, we have chosen to include below the comparison of all relevant employees (based on their full pay hourly rate) alongside the relevant full pay employees for the snapshot period.

Table 3. Comparison of quartile 2021/2022 data by all relevant employees (on their normal hourly rates) and relevant full pay employees:

	2021/2022 – all relevant employees	2021/2022 – relevant full pay employees
Upper Quartile	(M) 22%, (F) 78%	(M) 20%, (F) 80%
Upper Middle Quartile	(M) 33%, (F) 67%	(M) 18%, (F) 82%
Lower Middle Quartile	(M) 26%, (F) 74%	(M) 28%, (F) 72%
Lower Quartile	(M) 37%, (F) 63%	(M) 36%, (F) 64%

Table 4. Comparison of mean, median and bonus 2021/2022 data by all relevant employees (on their normal hourly rates) and relevant full pay employees:

	2021/2022 – all relevant employees	2021/2022 – relevant full pay employees
The difference of mean pay for full-pay relevant males and females, shown as a percentage	-0.59%	-4.47%
The difference of median pay for full-pay relevant	-1.87%	-1.87%

males and females, shown as a percentage		
The percentage of males and females receiving bonus pay	0%	0%
The mean gender pay gap for bonus pay	n/a	n/a
The median gender pay gap for bonus pay	n/a	n/a

3. Analysis of our Gender Pay Gap:

The snapshot data provided a head count of 279, minus 81 individuals who were not receiving their full hourly rate of pay on 20th March 2021. As a result of the COVID-19 pandemic, the Trust had several employees on flexible furlough, reducing their normal weekly hours by 13% to 20%, alongside those employees on full furlough who had received medical advice to shield based on their own health needs.

In terms of the data, the figures detailed in Table 1 initially show an increase in the number of males in the lower middle quartile and a reduction in all other quartiles. However, if we compare this to the data in Table 3, which includes all relevant employees, we can see that male representation has slightly increased in the upper, upper middle and lower middle quartiles and only fractionally (by 1%) reduced in the lower quartile. However, overall, within the Trust female representation continues to remain higher in all quartiles.

Furthermore, the number of relevant employees excluded from the relevant full pay employee calculations in the overall mean and median has swayed the figures. The data in Table 4 shows the comparison of all relevant employees on their normal full hourly rates of pay, compared with the calculation based purely on the relevant full pay employees for the snapshot period. The difference including all relevant employees, which shows the actual mean for this period, reduces the figure from -4.47% to -0.59%. However, whether we take the relevant, or relevant full pay, figure both show a positive increase in the Trust's gender pay gap – female employees are paid on average, 0.59-4.47% more than their male counterparts.

Interestingly, the overall median figure as seen in Tables 1 and 4, remains unchanged by whether we include relevant employees or focus purely on relevant full pay employees, and both also show a positive increase in our gender pay gap – female staff are paid 1.87% more than their male counterparts.

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

Overall, our gender pay gap continues to improve favourably in relation to our female workforce and remains above the national average of +2.9% for 'caring personnel services' and +1.6% for 'care workers' (ONS, 2021) and +2.8% reported by the Charity Commission (2021).

4. Conclusion:

Our notable gender pay gap could be attributed to our high number of female employees – of the 279-employee headcount, 71% were female. However, even in organisations with a strong female presence, often there is still under-representation in the upper quartile and in overall pay, which is not the case within the Trust.

The Trust continues to work on embedding equality and inclusion at all levels of the organisation. We continue to expand the support we offer to our employees in areas such as working parents and carers, LGBTQ+ community, increasing our Disability Confident Accreditation, tailoring our employee benefits to best fit the needs of our employees, evaluating recruitment and retention, improving our L&D offer, and recognising and celebrating success.

However, in terms of improving our gender equality, to provide greater choice and experience to the people we support, moving forwards the Trust is keen to increase the number of males we employ in our frontline support roles.

5. Sign Off:

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

A handwritten signature in black ink, appearing to read 'Frances Russell', with a large, sweeping horizontal stroke above the name.

Frances Russell (Chair)

14th March 2022