

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 second Aldingbourne Trust gender pay gap report, taken from a "snapshot date" of the pay period preceding 5th April 2018 (15th March 2018).

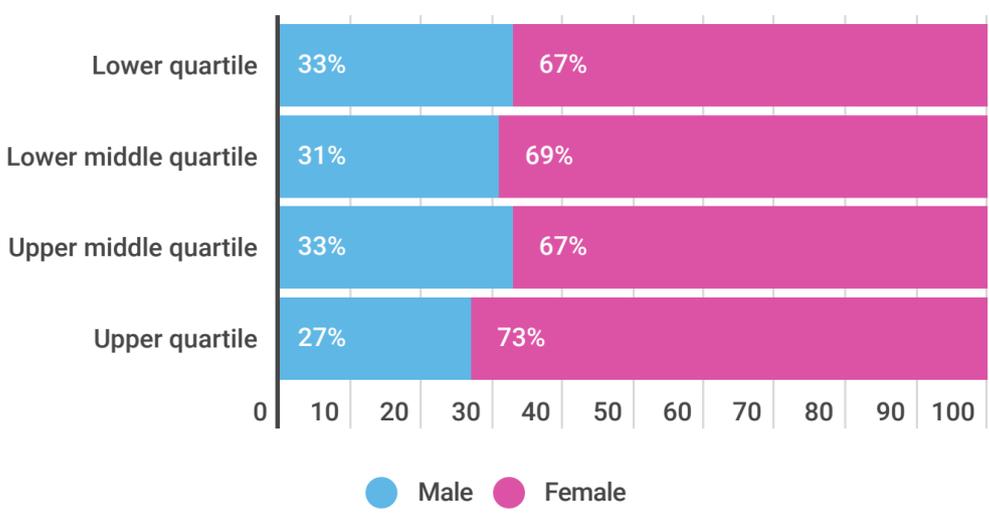
2. The six metrics required by the legislation

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

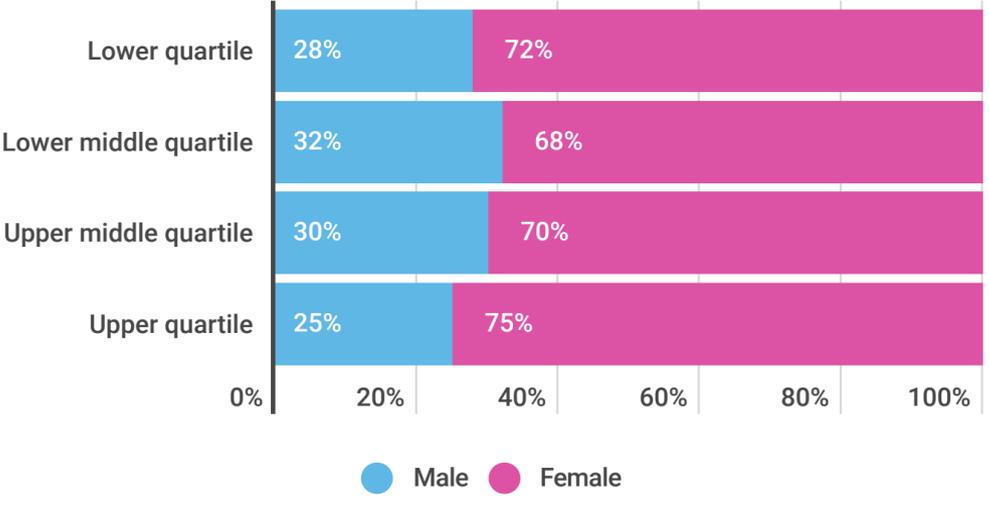
| | 2016/17 | 2017/18 |
|--|--------------------------------|---------------------------------|
| the difference in the mean pay of full-pay men and women, expressed as a percentage is | +1.1% | +1.51% |
| the difference in the median pay of full-pay men and women, expressed as a percentage is | -2.0% | -0.11% |
| 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 0.6% | Males 0% Females 0.53% |

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

2016 / 2017



2017 / 2018



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 and the result is once again close to a pay gap of zero in both. The Aldingbourne Trust therefore is delighted to share these gender pay gap results because for a second year 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, but gender is not a bar to the level of employment in any of these, except for one project where female-only employment is a requirement because of the needs of the women supported there. The Aldingbourne Trust uses a criteria-based process to ensure recruitment is completed as fairly as possible. It also used 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, and only a minor change from last year that mirrored the growth in the number of employees.

The even spread of both genders across each pay quartile similarly to last year underlines how evenly people are rewarded. The same proportion of men and women were in the bottom and middle pay quartiles. There were proportionally 5% more women than men in the top pay quartile this year, reflecting the readiness of women to take up management and senior roles in our organisation.

4. Comparison against the wider picture

According to the ONS in November 2018 the gender pay gap for full-time employees was 9.4% in favour of men and 17.9% for all employees because more women work in part time roles. However for full-time employees the gap is close to zero for those aged between 18 and 39 years. Comparative results with other learning disability organisations on the Gender Pay Gap Service website at the time of publishing were:

| | Mean | Median |
|--|--------|--------|
| Aldingbourne Trust | +1.51% | -0.11% |
| Southdown Housing Association Ltd | +2.3% | 0% |
| United Response | +0.3% | -0.6% |
| St Cuthbert's Care | +3% | +10% |
| St Mungo Community Housing Association | -0.1% | +0.1% |

5. Addressing the gender pay gap

Because there is a small gap, the Aldingbourne Trust will consider its actions and potential consequences so that the gap either reduces and doesn't widen.

6. Gender pay gap report sign off

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

Frances Russell (Chair), 26th March 2019

