

Aldingbourne Trust Gender Pay Gap Report 2023/2024

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 sixth Aldingbourne Trust Gender Pay Gap Report, the data in this report is taken from 20th March 2023 (our ‘snapshot date’ for the pay period proceeding 5th April 2023).

2. Our Gender Pay Gap Findings:

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

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Upper Quartile	(M) 25% (F) 75%	(M) 21% (F) 79%	(M) 20% (F) 80%	(M) 21% (F) 79%	(M) 26% (F) 74%
Upper Middle Quartile	(M) 32% (F) 68%	(M) 29% (F) 71%	(M) 18% (F) 82%	(M) 21% (F) 79%	(M) 11% (F) 89%
Lower Middle Quartile	(M) 25% (F) 75%	(M) 25% (F) 75%	(M) 28% (F) 72%	(M) 23% (F) 77%	(M) 35% (F) 65%
Lower Quartile	(M) 29% (F) 71%	(M) 38% (F) 62%	(M) 36% (F) 64%	(M) 44% (F) 56%	(M) 37% (F) 63%

Table 2. Mean, median and bonus pay figures:

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
The difference of mean pay for full-pay relevant males and females, shown as a percentage	+3.34%	+0.28%	-4.47%	-4.07%	+3.3%

The difference of median pay for full-pay relevant males and females, shown as a percentage	+0.96%	+0.0%	-1.87%	-5.34%	-5.55%
The percentage of males and females receiving bonus pay	0%	0%	0%	(M) 80% (F) 83%	(M) 75% (F) 91%
The mean gender pay gap for bonus pay	n/a	n/a	n/a	-9.55%	-0.72%
The median gender pay gap for bonus pay	n/a	n/a	n/a	0.00%	16.66%

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.

3. Analysis of our Gender Pay Gap:

As can be seen from the above data the Trust’s current gender pay gap figures are comparable to those pre-COVID. The statistics were impacted by full and flexible furlough during the pandemic as only ‘full pay relevant employees’ are included in the calculations (with the exception of bonus data). It was our Day Services who were mainly impacted by furlough, and these employ a higher ratio of males.

It is reassuring to see that our upper pay quartile continues to show a strong female presence, the upper middle quartile (consisting of managerial and skilled roles) currently has the highest percentage of female representation since the Trust commenced reporting, and the male representation in our lower quartile (frontline support roles) continues to improve. However, this data is impacted on when the snapshot period falls, and the number of males currently employed in that payroll month. Overall, male representation in frontline roles across the Trust is increasing.

Though the mean gender pay gap between male and female employees has slightly increased, the median remains static, and there is parity in terms of bonus payments. This is only the second year that the Trust has reported bonus data, in December 2022 the Trust paid an organisation wide ‘thank you’ bonus in recognition of the impact of the pandemic and the sector-wide recruitment crisis. The bonus was calculated pro rata based on average weekly hours of work which excluded some seasonal and zero-hours staff who had not worked during

qualifying period. The high median score in favour of female bonus payments was directly impacted by the high number of female relevant employees compared to males.

4. Conclusion:

The ONS (2023) trends show an improving overall gender pay gap with a current national average of 7.7%. Equally, the ONS acknowledges the impact the COVID-19 pandemic had on reporting figures. The Trust continues to have a lower-than-average pay gap between our male and female salaries. However, it must be noted that the Social Care sector generally employs a higher ratio of female staff.

Interestingly, according to the ONS (2023) figures there remains a substantial gender pay gap when comparing salaries of those 40 years old and over. The Trust is certainly not reflective of this trend. Though our overall age demographic tends to be higher, again reflective of the sector, we are pleased to report that we continue to have a low gender pay gap.

One of our strategic goals is to continue to increase our workplace diversity in terms of gender, ethnicity, sexual orientation, and disability. To increase innovation, ensure we are reflective of our local communities, and to provide greater choice to the people we support. This work is being undertaken collaboratively amongst colleagues and people we support through peer support groups focused on areas such as mental health and wellbeing, equality, diversity, and inclusion (EDI), and neurodiversity, and our Access All Areas co-production committee.

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)

18th January 2024