

# GENDER PAY REPORTING

## The Wilf Ward Family Trust Executive Summary

The Wilf Ward Family Trust is a charity based in the North of England, supporting vulnerable adults with learning difficulties to live in their own homes and through our residential services.

The services offered place our customers at the centre of everything we do. As part of this strategy our employees and supporters are key to ensuring that this value enriches the lives of the people we support. In order to do this, we are committed to engaging with our workforce to provide a positive working environment through transparency, and good communication.

Our 2017 Gender Pay Report opens up the opportunity to explore further flexible working opportunities, and further initiatives around positive recruitment practices that are already being implemented within the Trust.

Our report highlights the Trust employs a higher proportion of female employees compared to their male counterparts and this is particularly prevalent in our median gender pay gap which is currently  $-0.63\%$  compared to  $9.1\%$  of the UK average\*. This demonstrates that in comparison to males within the Trust females on average are paid  $0.63\%$  more than their male counterparts. In reality, our workforce is predominately female which influences these figures. Whilst we are clear our gender pay gap compares positively in comparison to the UK as a whole we will continue to look at how we can improve on our pay gap, in order to support an initiative to and desire to move to a  $0\%$  pay gap for all concerned.

The Trust is committed to paying and recognising equal pay for equal roles and offers a transparent remuneration package where individuals are paid the same per role.

The report looks into our Gender Pay Gap for 2017, and our commitment to reach  $0\%$  gender pay gap in the future and our plan to support us in reaching our goal.

### FOOTNOTE:

\*  $9.1\%$  Median Gender Pay Gap taken from The Office of National Statistics <http://www.ons.gov.uk>

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## Glossary of terms

Before we move straight into the reporting and the stats it is important that we all understand what things mean, and why we are doing them.

The Equality Act 2010 (Gender Pay Gap Information) Regulations confirm that organisation with more than 250 employees on 5th April are required to report on their gender pay gap.

### **What are we reporting on?**

- Mean gender pay gap
- Median gender pay gap
- Mean bonus
- Median bonus
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females in each quartile band

### **And the median?**

The median gender pay gap or bonus gender pay gap is the middle way point within the organisation. Therefore, if you look at the whole Trust, you select the middle point for women, and the middle point for men compare the two and this provides you with the snap shot of the median pay gap.

### **What's a bonus?**

As a charity we do not pay bonuses but for the purposes of the reporting we have included our Refer a Friend Scheme any employee can take part in, and the same criteria and payments are made; and the process for honorarium payments.

### **What is a gender pay gap?**

The gender pay gap shows the difference between the average pay for men and women.

### **What's is the mean?**

The mean pay gap or gender pay gap is difference in the average hourly rate or bonus for women compared to men in an organisation.

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## Our Results

### The Gender Pay Gap

⇒ The mean gender pay gap is 1.14%.

*This means the average hourly rates within the Trust is 1.14% less for women than it is for men.*

⇒ The median gender pay gap is –0.63%.

*This means that within the Trust the median gender pay gap is 0.63% higher for women than it is for men. This is because there are more women at all levels through the Trust than there are men.*

### The Bonus Gender Pay Gap

⇒ The mean bonus gender pay gap is –100%.

*This means that during this snapshot only female employees received a bonus payment. In terms of the Trust this relates to the Refer a Friend Scheme which is open to all employees and at this point in time had only been used by female members of staff in addition, there was also an honorarium payment of thanks for work done above and beyond normal duties.*

⇒ The median bonus gender pay gap is –100%.

*As explained in relation to the mean bonus gender pay gap, no men took part in the refer a friend scheme which is open to all employees.*

### Who's receiving bonuses?

⇒ Men: 0%

⇒ Women: 1.78%

*This means that 1.78 % of women within the Trust have taken advantage of the refer a friend scheme or have received an honorarium payment of thanks for agreed additional duties that were above and beyond their normal pay grade*

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## Our Results

### Our proportion of men and women in each quartile band

Quartiles represent the pay grades within the Trust which we need to report on. Within the Regulation they are referred to as lower, lower middle, upper middle and upper. Within the Trust we have representation in each of these groups. The percentages are as follows:

	<b>Men</b>	<b>Women</b>
<b>Lower</b>	22.28%	77.72%
<b>Lower Middle</b>	23.71%	76.29%
<b>Upper Middle</b>	19.07%	80.93%
<b>Upper</b>	15.98%	84.02%

The table demonstrates that the Trust employs a higher proportion of women, this is apparent from the front line roles, through to the more senior roles within the organisation.

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## What next

The Trust operates a People and Leadership Strategy which focuses on our continued recognition of the work that all our employees do, regardless of gender, age, race and any other factor. Our focus is clear. An engaged workforce leads to a happier, more effective staff team. This ultimately not only benefits our staff but also our end customer — the people we support. To support these we are looking to focus on the following, and although they are long term goals we are committed to making a difference to them:

Reviewing flexible working practices and continuing to support positives flexible working within the Trust for both men and women.

Implementation of new career pathways to encourage a greater up take into more senior roles within the Trust, whilst supporting our recruitment and retention aims.

Review and implement appropriate recommendations for our Refer a Friend Scheme to ensure that it is inviting to all, and used more effectively.

Review and analyse recruitment advert wording and successes to identify appropriate recommendations.

**Refer a Friend In the Spotlight:** This refers to the Trust's recruitment initiative that applies to all staff, where if they introduce someone to the Trust and they are successful through to starting and then completing their probationary period they are paid a financial reward. The same criteria and financial payments are made to anyone who takes part in the scheme.

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**Paul McCay, Chief Executive**

To deliver high quality care we require the ability to attract and retain high quality staff. Despite years of funding reductions the Trust has worked hard to pay all of its staff as well as it can. Social care also attracts individuals who believe in equality and fairness of treatment and opportunity, and it is important to us that we demonstrate this as well as we can in the salaries that we pay and in the opportunities we provide to all employees. As such all roles within the Trust are paid at a spot salary. This means that a support worker employed by the Trust, is paid the same hourly rate as each of their colleagues in each and every service we operate. Likewise all managers and specialist staff working at the same grade are paid the same salary. The only restrictions that we place on our roles are that (in some circumstances) we may only be able to employ female staff, due to the nature of work that we undertake and the restrictions placed these roles. This is rare and is usually considered in partnership with other statutory agencies. We are extremely grateful to all of our staff and the efforts that they put in to delivering high quality care and support each and every day.

## **Declaration**

We declare that the information and data supplied within this report is accurate and is provided in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul McCay

Chief Executive, The Wilf Ward Family Trust.