

GENDER PAY GAP REPORTING

The Wilf Ward Family Trust Executive Summary

The Wilf Ward Family Trust is a charity based in Yorkshire supporting vulnerable adults with learning difficulties to live in their own homes and through our residential services. The Trust also offers respite accommodation.

We pride ourselves on being a people focused organisation not only in the sense of the person centered approach to the people we support and the practices we implement in relation to this but also in our staff engagement. We are a people organisation. This shows in everything we do. We still remain being committed to engaging with our workforce to provide a positive working environment. A positive work environment for our employees means a positive living environment for the people we support.

Our 2018 Gender Pay Gap report shows some changes within the Trust with increases in the proportion of male employees at almost every level. In addition we have recorded an increased uptake by all for our Refer a Friend scheme increasing our word of mouth recruitment. 2018 sees the Trust getting closer to a median zero pay gap this year reporting a 0.12% pay gap. This is in comparison to a 17.9%* provisional median pay gap within the UK overall.

We are committed to paying and recognizing equal pay for equal roles and we offer a transparent remuneration package where individuals are paid the same and receive the same packages per role.

We believe that whilst it is important to monitor the pay gap, this is only one measure of success when it comes to employee engagement, reward and recognition. We also believe that the most important thing is recruiting the right person for the right role regardless of gender, religion or any other factor.

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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 5.10%.

This means the average hourly rates within the Trust is 5.10% less for women than it is for men. This has increased by 3.96% from the previous year.

⇒ The median gender pay gap is 0.12%.

This means that within the Trust the median gender pay gap is 0.12% higher for men than it is for women. This has changed by 0.51% from the previous year but closer to a zero pay gap than previously reported.

The Bonus Gender Pay Gap

⇒ The mean bonus gender pay gap is 3.81%.

This means that the average bonus payment is 3.81% less for women than it is for men. This has changed by 96.19% from the previous year.

In terms of the Trust this relates to the Refer a Friend Scheme which is open to all employees. Access to the scheme, and the payments that are paid do not differ depending on gender or role.

⇒ The median bonus gender pay gap is 20%.

This year 2 men took part in the Refer a Friend scheme in comparison to 21 women. The Trust employs a larger proportion of female employees. This has changed by 80% based on the previous year where only female employees took part in the scheme.

Who's receiving bonuses?

⇒ Men: 1.41%

⇒ Women: = 3.48%

This means that 3.48% of women within the Trust have taken advantage of the refer a friend scheme. This is an increase of 1.7% from the previous year, with male employees taking part in the scheme in 2018 following no men taking part in refer a friend the previous year.

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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:

	Men	Women
Lower	20.97%	79.03%
Lower Middle	16.13%	83.87%
Upper Middle	23.12%	76.88%
Upper	16.04%	83.96%

In comparison to our figures last year, despite the Trust employing a larger proportion of female employees, the proportion of men employed by the Trust has increased for every quartile with the exception of 'lower middle'.

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What next

The Trust is set to have another busy year in 2019 with further development to the People and Leadership Strategy. The focus is to remain on recruitment and retention the following is currently included within the plan for next 2019:

Implementation of the new
equality and diversity
strategy

Attracting staff using our
value based recruitment

Career pathway design
and implementation

Review of benefits
offered to all

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Paul McCay, Chief Executive

As stated previously, gender pay gap is just a tool that is utilised to ensure staff who work at The Wilf Ward Family Trust are treated fairly. The Trust recognises that pay is just a factor in attracting and retaining staff and the Trust remains committed to the principle that gender should not affect the pay that an individual receives for the work that they do. The Trust pays staff on a spot salary basis— i.e. the payment received for the their role is the same in each location and for each person fulfilling the function of that role. As an organisation with key values of honesty, integrity and fairness it is pleasing to see our gender pay gap is close to a median of zero.

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.