

The Together Trust

Gender Pay Gap Report 2022

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We are the Together Trust

At the Together Trust, our vision is a society where people thrive because they are valued within their communities.

For 150 years we've been championing and caring for people with disabilities, autism and complex health needs. And providing life-changing support for looked-after children and care-experienced people.

Today we're one of North West's leading disability charities. We help children, adults, parents and carers, delivering individual care, support and education to thousands of people each year.

Our mission

We champion the rights, needs and ambitions of the people we support - they are at the heart of everything we do. We stand by them and we work together for change.

Our values

Our values shape the way we work. We are:

- **Positive** - We take pride in celebrating the difference we make
- **Professional** - We act in a fair and respectable way that recognises our collective expertise
- **Passionate** - We encourage creative ideas and inspire one another
- **Supportive** - We are considerate and caring towards one another

What is gender pay gap?

Every UK organisation with over 250 employees is required to complete a yearly gender pay report. This report calculates the difference in average pay for women and men, regardless of the nature of their work, across an organisation, this measure is known as a gender pay gap.

The gender pay report does not calculate if women and men in the same or similar roles are on equal pay. The gender pay report does highlight gender percent pay difference across an organisation and if gender percent varies between pay quarters (see page 5).

There are seven calculations in a gender pay report to measure full-pay relevant (see page 14) employees:

- Percentage of women and men employed
- Percentage of women and men employed per pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- Percentage of women and men who received bonus pay
- mean (average) gender bonus pay gap
- median gender bonus pay gap

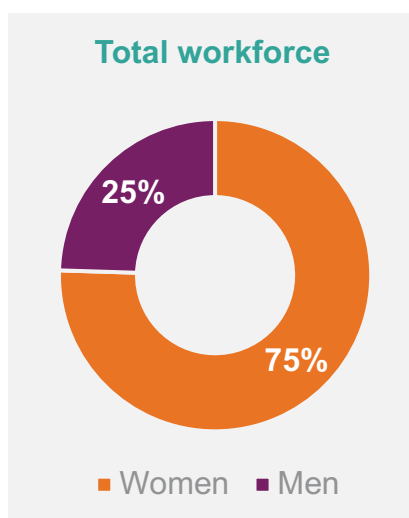
(GOV.UK, 2021)

Our Results

The Together Trust has many different roles and a variety of pay rates. (see our pay structure for more information – page 16)

On 5 April 2022: there were **710** full-pay relevant employees (see page 14), **536** women, **174** men.

Chart: Gender percent of women and men employed 2022



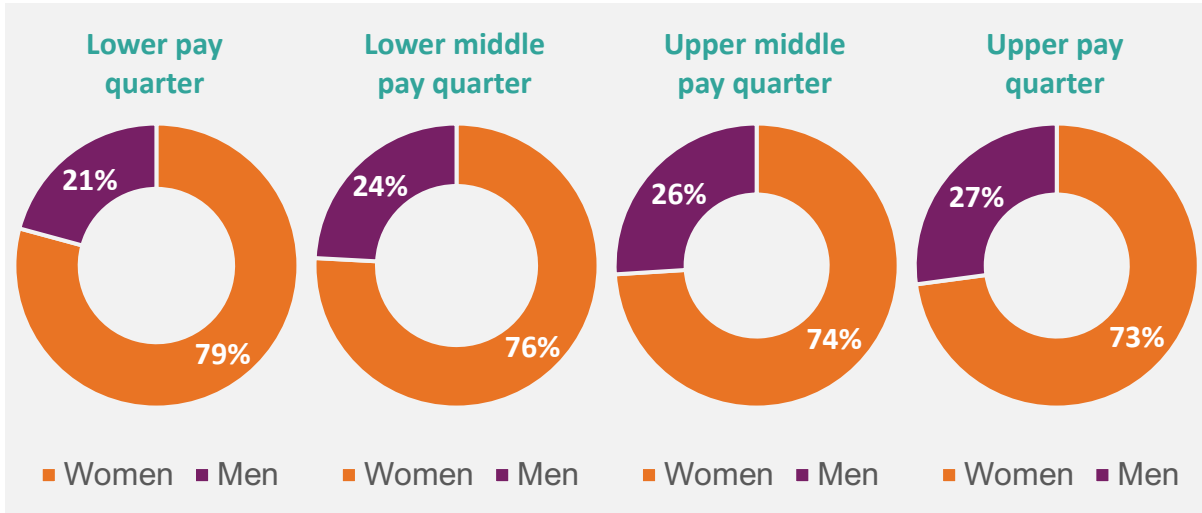
The 2022 gender pay gap information for these 710 people is summarised below.

Chart: Gender pay gap at the Together Trust 2022

	Gender pay gap %	Gender bonus pay gap %
Mean	7.0%	-52.95%
Median	6.0%	0.0%

- The mean hourly pay gap is **7.0%**.
- The median hour pay gap is **6.0%**.
- The median bonus pay gap is **0.0%**.
- The mean bonus pay gap is **-52.95 %**.

Chart: Gender percent of women and men employed per pay quartile 2022



Each quartile represents 25% of the workforce, ranked by hourly pay. The pay quartiles are then broken down by gender.

Chart: Percentage of women and men who received bonus pay

	Women	Men
Percentage receiving bonus Pay	11%	11%

Our Analysis

Pay – hourly rate

Chart: Gender pay gap at the Together Trust 2022

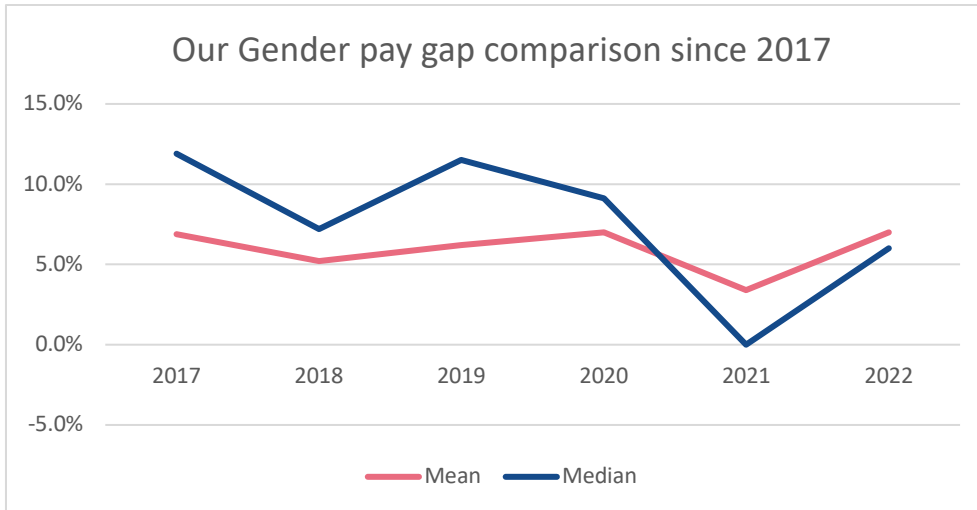
	Women	Men	Gender pay gap £	Gender pay gap %
Mean	£13.32	£14.33	£1.01	7.0%
Median	£11.37	£12.09	£0.72	6.0%

Our mean gender pay gap is **7.0%**. When comparing mean hourly pay, **men earn £1.01 per hour more than women.**

Our median gender pay gap is **6.0%**. When comparing median hourly pay, **men earn £0.72 per hour more than women.**

Chart: Our Gender pay gap comparison since 2019

	2019	CHANGE %	2020	CHANGE %	2021	CHANGE %	2022
MEAN	6.2%	0.8%	7.0%	-3.6%	3.4%	+3.6%	7.0%
MEDIAN	11.5%	-2.4%	9.1%	-9.1%	0.0%	+6.0%	6.0%



Over 6 years of the Together Trust reporting the gender pay, the median has seen changes, upwards and downwards, of more than 5% year on year most years. This highlights how small factors can impact this statistic.

However, the mean has remained more consistent over the years, apart from 2021 which saw a temporary drop in the mean gender pay gap.

In April 2022 the Trust introduced enhanced pay for working during the weekend; these payment enhancements are made on additional-hours worked as well as hours worked that are part of an employee's contract. Therefore, all additional pay was excluded from the calculation as there was not an accurate way to determine which additional pay should be included and which should not.

Changes to the mean since 2021

This year's data shows that the mean pay for men was 7.0% higher than the mean pay for women. This is **an increase of 3.6%** on the mean gender pay gap from our [2021 report](#). This increase is due to changes within the pay quartiles as a higher proportion of men are working in the top two pay quartiles when compared with 2021.

Pay quartiles

At the date of reporting there were 536 women and 174 men in the workforce, representing 75% and 25% of the workforce, respectively.

These numbers show little movement in the ratio of women and men in the organisation. These are consistent with Agenda consulting (an organisation that works with Third sector organisations to support with employee engagement and benchmarking studies) benchmarking as the average percentage of women working social care was 74.7% for 2021.

The percentage of women and men in each pay quartile has changed since the 2021 calculations with a greater proportion of men moving into the upper two pay quartiles. In 2021 there was an even split of men in the upper two quartiles and lower two quartiles however this shifted in 2022 so a higher proportion on men where in the upper quartile.

The hourly average pay, for both women and men, in each of the three lowest pay quartiles, only varied by a couple of pence in favour of women in the two lower quartiles and in favour of men in the upper middle quartile.

The quartile with the largest mean hourly pay gap is the upper quartile, which had an average hourly rate for men £2.23 (10.1%) higher than the average hourly rate for women within the quartile.

Like other small to medium sized organisations, which have a relatively small number of male employees, we can see a difference of 1.9% in the mean gender pay gap when we exclude the Chief Executive's (the highest earner) hourly pay when a man holds this position.

In April 2022 everyone in our workforce received a 4.5% increase in pay, this included our Chief Executive, which resulted in an increase in the pay gap in the higher pay quartile. This is because a percentage increase in pay results in employees on a higher rate of pay receiving a larger increase in pay than those on a lower rate of pay.

The number of full pay relevant employees in the data has not changed significantly from 2021 but unlike 2021 there were no staff excluded due to furlough.

Changes to the median since 2021

This year's data shows that the median was **6.0%**. This has been **an increase of 6.0%** compared to last year's median gender pay gap.

In common with the change in the mean, this change is also due to the changes in the quartiles. In 2021 50.6% of males in the organisation and 49.9% of women sat in the bottom two quartiles while in 2022 this has changed to 46.0% of males and 51.5% of women.

With an imbalance of women and men in the bottom two quartiles and top two quartiles this has led to the median hourly pay for women £11.37 and £12.09 for men. The median hourly pay for women dropped by £0.25 and increased by £0.47 for men in 2022 compared with 2021.

These changes can happen as a small percentage of the organisation are men and movements of one or two men from the lower two quartiles to the upper two quartiles can have a large impact.

Our gender bonus pay gap

2021 was the first year the bonus gender pay gap was published allowing us to compare the changes to the bonus pay gap this year.

Chart: Our Gender bonus pay gap comparison since 2021

	2021	CHANGE %	2022
MEAN	-25.8%	-27.15%	-52.95%
MEDIAN	0.0%	0.0%	0.0%

The Trust operates a bonus scheme to reward a bonus to those members of staff who have achieved long service with the Trust. Staff are awarded an increasing amount the longer they have been in employment with the Trust. 99% of employees who received a bonus received the long service reward.

In addition, there was also one woman employee receiving additional responsibility allowance payments throughout the year which counted toward the bonus pay.

In 2022, **77** employees received a long service bonus payment, **74.0%** women, **26.0%** men.

Our mean (average) gender bonus pay gap is **-52.95%**.

Our median gender bonus pay gap is **0%**.

Our mean (average) gender bonus pay gap has been heavily affected by the one employee receiving the additional responsibly payments referred to above. If those payments were excluded, then the mean is **3.95%**.

The median bonus pay gap has remained at **0%**, this is because like last year, over **50%** of women and over **50%** of men both received a bonus for achieving a 5-year length of service and so there is no median gap.

11.0% of full pay relevant employees received a long service award payment, this is both **11.0%** of all men and **11.0%** of all women.

Our industry

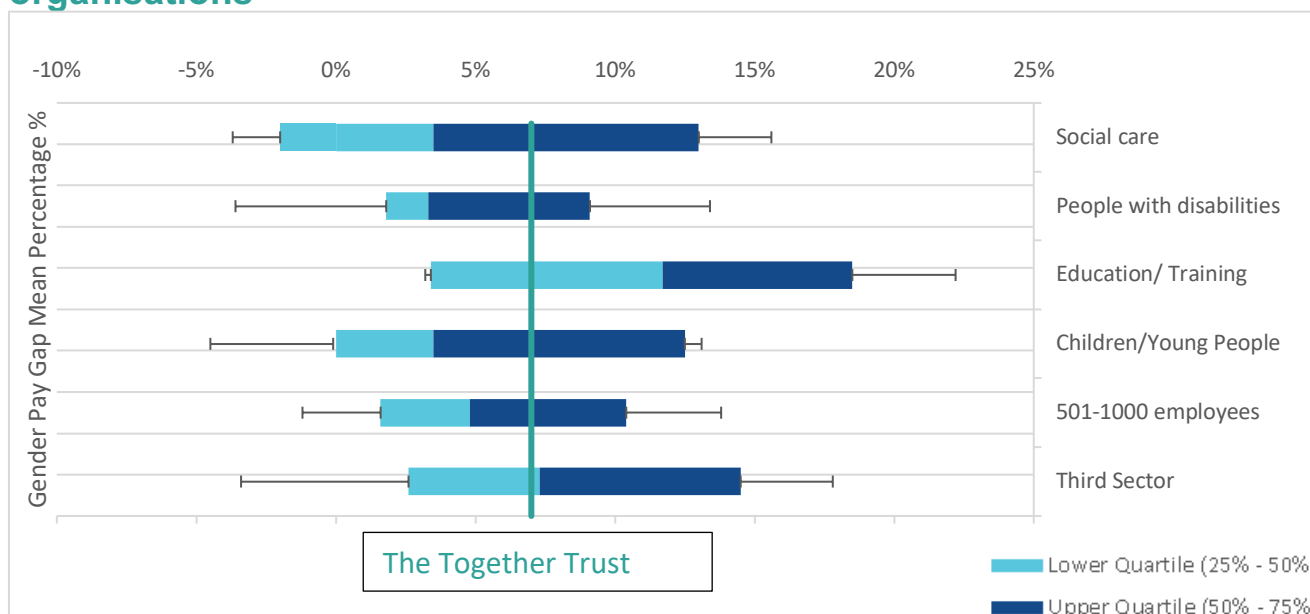
In 2021, in the UK, within the Third Sector an average of 74.7% jobs in social care and 73.4% of jobs in Education/ Training were held by women (Agenda Consulting, 2022). This highlights that within our industry there are on average more women than men within the workforce.

Our gender pay report 2021 shows **75% of our workforce are women** and have a higher gender percent in every pay quarter.

Within the Third Sector, the mean gender pay gap is 7.3% which is slightly higher than that of the Together Trust's but when comparing similar organisations within the third sector the mean gender pay gap is 2.5%. (Agenda Consulting, 2022)

The below graph highlights the Together Trust's mean gender pay gap and how it compares with other organisations within the Third sector.

Graph: Our mean Gender pay gap compared with other organisations



The graph highlights the range of mean gender pay gaps across organisations that are similar to the Together Trust.

The average mean for each sector is the interface of the light and dark blue within the, with the mean gender pay gap for the Together Trust highlighted as a vertical line through the graph, to show the comparison to different sectors.

The whiskers (lines extending vertically from the box) on the graph show the lowest gender pay means (bottom 25%) and highest (top 25%) across a sector.

The Together Trust's mean gender pay gap is higher than the mean for most of the sectors in the graph but there are also organisations with a larger mean gender pay gap, particularly in the Education/Training sector.

When looking at the median gender pay gap within both the sector and against our peers the gap is 0% which is 6% lower than the Trust. (Agenda Consulting, 2022)

In the UK, median gender pay gap for all employees is 15.4% which has seen a yearly drop of 0.1% from 2020 (**ASHE, 2021**) this is significantly higher than the Third Sector) 0%) and the Together Trust (6.0%).

Our actions

As well as the actions we took in 2020 and 2021 that we reported in our gender pay report last year:

- In 2022 we have been working on developing our Equity, Diversity and Inclusivity strategy, using the results from our EDI audit from 2021. We are now in 2023 ready to launch this with our workforce and for the people we support.
- We have run a number of events and some specifically for our female workforce; In October we met as a group of women for a World Menopause day event to share our experiences and discuss ways Together Trust could support going forward. There is a menopause policy now being created for our workforce. In February 2023 we held an International Women's day event and discussed as a group of women areas of concern for us.
- We have planned the first meeting of our Women's network and are establishing the purpose and areas of focus for this to create a safe space and support and enable women to thrive at Together Trust.
- We continue to monitor our gender pay results and use these along with other EDI data we collect to help us understand where we can take positive action and address infrastructure that creates potential inequity. This will include exploring using data and listening sessions to explore potential barriers for women progressing their careers at Together Trust and potential solutions to help with this.

Gender Pay Gap calculations explained

What is a relevant employee for the Together Trust?

Relevant employees are all people employed by the employer on 5th April each year, who:

- have a contract of employment with the employer (including those employees working part-time, job-sharing and employees on leave), or
- are self-employed (where they must personally perform the work)

The list of relevant employees are the basis for:

- determining who the 'full-pay relevant employees' are
- making the bonus pay gap calculations

The remaining required gender pay gap calculations are based on the full-pay relevant employees.

Relevant employees are counted on an individual basis not as a full-time equivalent meaning part-time employees, including job-sharers, employed by the organisation on the snapshot date are counted per person. (GOV.UK, 2021)

What is a full-pay relevant employee for the Together Trust?

Full-pay relevant employees are drawn from the list of relevant employees, and;

- Are paid their usual full basic pay in the relevant pay period
- Are paid less than their usual pay in the relevant pay period if it is for reasons other than leave.

Full-pay relevant employees are used to calculate the gender pay gap except for the bonus pay gap calculation.

How is the mean pay gap calculated?

A mean (average) pay gap is calculated by adding up all the full pay relevant women's hourly pay and dividing the result by the number of full pay relevant women, the same is then done for all full pay relevant men.

The mean gender pay gap shows the difference in average hourly rate of pay between women and men.

How is the median pay gap calculated?

The median pay gap is calculated by listing all full pay relevant women and men's hourly pay in numerical order (in two lists). If there is an odd number of results, the median is the hours rate of pay that is in the middle. If there is an even number of results, the median will be the mean of the two central numbers.

The median gender pay gap is the difference in the hourly pay between the man in the middle and the woman in the middle.

How we calculate gender bonus pay gap?

Both median and mean (average) calculations for the gender bonus pay are carried out as above using bonus pay received over a twelve-month period.

All relevant employees that have received bonus pay in previous 12 months will be included in these calculations.

How gender pay gap differs from equal pay?

Equal pay means that women and men in the same position performing equal work must receive equal pay, this is a legal requirement under the Equality Act 2010.

Gender pay report calculates the difference in average pay for women and men, regardless of the nature of their work, across an organisation, this measure is known as a gender pay gap.

How we define "women" and "men"

To calculate the data in this report, we have used the terms "women" and "men" to represent their legal gender.

Our pay structure

The Together Trust operates a graded salary structure with pay points within each grade.

The Together Trust's pay and grading structures were determined in 2018 following a comprehensive pay and grading review involving:

- evaluation of all posts - analytical job evaluation capturing responsibilities for each post
- determination of pay structures - with assistance from independent experts, approved by Human Resources & Organisational Development Trustee Sub-Group and Board of Trustees for the Together Trust

The Together Trust's pay structure for all employees uses National Joint Council (NJC) job evaluation principles including pay ranges for each grade. This is transparent and fair whilst ensuring that all employees receive equal pay for equal value work.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Mark Lee." The signature is written in a cursive, slightly slanted style.

Mark Lee, Chief Executive

References

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