

# Gender pay gap report 2018





## Introduction

### About Together Trust

We are Together Trust. We're here to champion the rights, needs and ambitions of the people we support and their families.

We deliver our life-changing services to over 3,700 people with disabilities, autism and social, emotional and mental health difficulties.

We do all this because we believe in a society where people thrive because they are valued within their communities.

At Together Trust, we have a team of experts and specialists who work with the people we support to achieve our vision.

### OUR VISION

A society where people thrive because they are valued within their communities.

### OUR MISSION

To 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.

Together we **care**  
Together we **learn**  
Together we **support**  
Together we **grow**

### OUR VALUES

We will always strive to be:  
**Positive**  
**Professional**  
**Passionate**  
**Supportive**

# Methodology in calculating the gender pay gap

Since April 2017, employers with over 250 employees are required to publish information about the gender pay gap in their organisation on 5 April each year.

## What is the gender pay gap?

A gender pay gap is a measure of the difference between the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole.

Using the calculations set out in the gender pay gap reporting regulations, the gender pay gap shows the difference between the average (mean or median) earnings of men and women.

## How is the median gap calculated?

A median average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Imagine all employees stood in two lines, with men in one line and women in the other, in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the man and woman in the middle of their lines.



## How is the mean gap calculated?

A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list. The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the numbers of men and women in different roles.

## How is the bonus gender pay gap calculated?

Both median and mean calculations are carried out as above but using bonus pay over a twelve month period rather than hourly rate of pay. The proportion of men and women awarded any bonus pay over the same period is also reported.

## National gender pay gap

In the UK, the median gender pay gap for all employees is 17.9% (based on the annual survey of household earnings ASHE 2018).

## What is equal pay?

Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

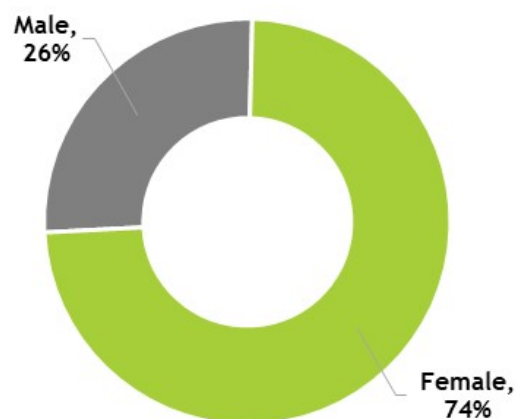




## Our gender pay gap data

We have taken pay data from Together Trust as a whole, which includes many different roles and a variety of rates of pay. The information published was based on the number of employees as of 5 April 2018. At this time, there were 951 employees within Together Trust’s workforce: 702 women and 249 men.

- The **mean hourly pay gap is 5.2%**. When comparing mean average hourly pay, men earn **60p per hour** more than women
- The **median hourly pay gap is 7.2%**. When comparing median average hourly pay, men earn **68p per hour** more than women
- Together Trust had no payments that could be identified as bonus payments



	Mean	Median
Gender pay gap	5.2%	7.2%
Gender bonus pay gap	0.0%	0.0%

**Pay - hourly rate:** The difference between men and women

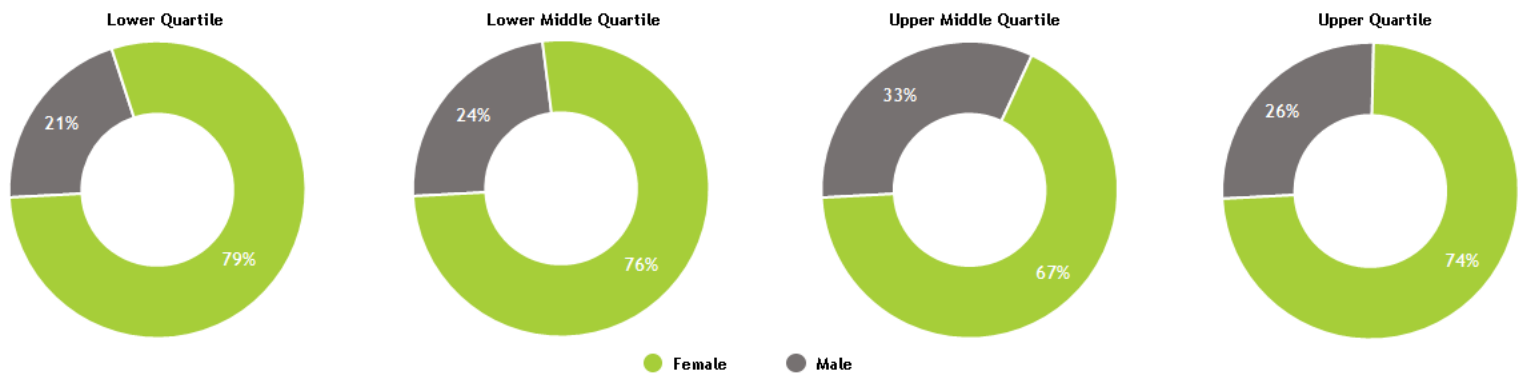
	Female	Male	Difference
Mean	£10.92	£11.52	60p
Median	£8.77	£9.46	68p

**Gender pay gap comparison:** The difference between 2017 and 2018

	2017	2018	+/- percentage
Mean	6.9%	5.2%	-1.7%
Median	11.9%	7.2%	-4.7%

[\(Click to see our previous report here\)](#)

## Pay quartiles: Total distribution of male and female employees by hourly pay quartile



### What do the results show?

As is common with the care sector as a whole, Together Trust's workforce is predominantly female. At the time of collecting the data, 5 April 2018, 74% of our workforce was female and women outnumber men in every quartile.

In comparison with last year's report, there has been a change in the proportion of men and women in the quartiles, especially in the lower and upper quartiles.

**In the lower quartile**, there has been a 3% increase in the number of men compared to the previous year:

#### 2017 lower quartile workforce

- 18% Male
- 82% Female

#### 2018 lower quartile workforce

- 21% Male
- 79% Female

**The upper quartile** shows a 7% increase in the number of women:

#### 2017 upper quartile workforce

- 33% Male
- 67% Female

#### 2018 upper quartile workforce

- 26% Male
- 74% Female

This demonstrates a reduction in the overall gender imbalance across Together Trust's workforce.

Over the last few years, we have been working hard to implement a new pay policy which is based on a job evaluation that is fair, transparent and provides equal pay for equal work. This review process has meant that as an organisation, we had to ensure that the terms and conditions offered to new appointments before April 2018 were aligned with our new pay policy. We believe that this approach has had an impact on the reduction of our pay gap in comparison with last year's report.

In April 2018, we started our formal staff consultation process with a view to harmonise all staff terms and conditions and ensure that all jobs are paid in line with the job evaluation.

Finally, the work to produce our gender pay gap figures has been performed in-house for the first time rather than undertaken by a third party, which enabled us to get a greater understanding of the data. We are also investing in a new workforce management system to aid in future reporting (completion during 2019).

### Declaration

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



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real differences for real lives

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