

Gender pay report 2019

We are the Together Trust

We're a charity that cares for and champions the rights, needs and ambitions of the people we support and their families to meet their life-long changing needs. We stand by them and we work together for change.

We deliver our personalised services to thousands of people with disabilities, autism and social, emotional and mental health differences every year.

As a team of over 800 dedicated people, we work alongside 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.

Our values

We always strive to be:

Positive
Professional
Passionate
Supportive

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

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 in the middle of the men's line and the woman in the middle of the women's line.

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.

How is the bonus gender pay gap calculated?

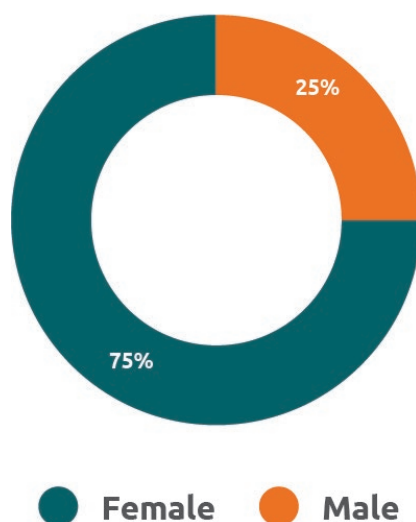
Both median and mean calculations are carried out as above but using bonus pay over a twelve month period rather than hourly rate of pay. The proportion of men and women awarded any bonus pay over the same period is also reported.

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 results

We have taken pay data from the Together Trust as a whole, which includes many different roles and a variety of rates of pay. The information published is based on the number of employees as at 5 April 2019.



At this time, there were 737 employees within the Together Trust’s workforce: 556 women and 181 men

	Mean	Median
Gender pay gap	6.2%	11.5%
Gender bonus pay gap	0.0%	0.0%

The mean hourly pay gap is **6.2%**.

The median hour pay gap is **11.5%**.

The Together Trust had no payments that could be identified as bonus payments.

Pay – hourly rate

The difference in pay per hour between men and women

	Female	Male	Difference
Mean	£ 11.44	£ 12.20	£ 0.76
Median	£ 9.28	£ 10.48	£ 1.21

When comparing median average hourly pay, **men earn £1.21 per hour** more than women.

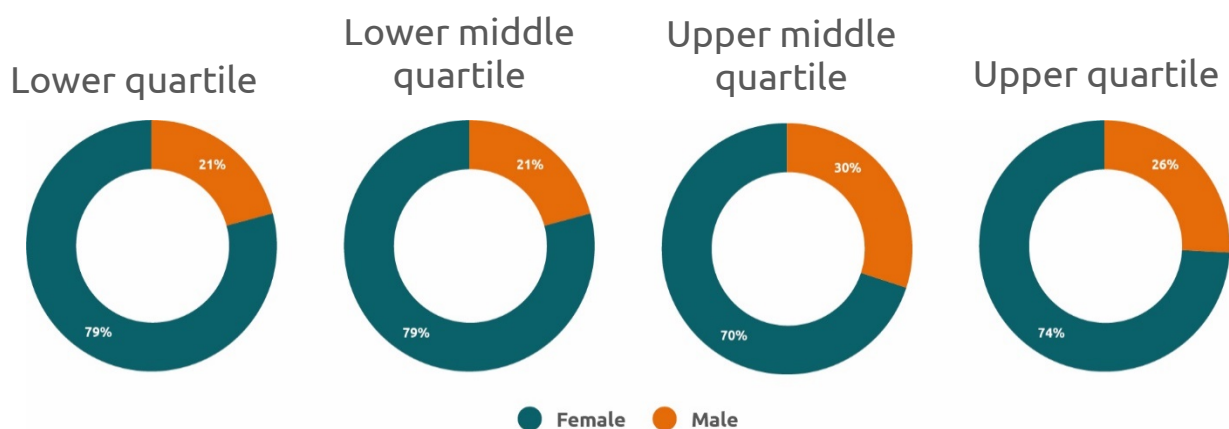
When comparing mean average hourly pay, **men earn £0.76 per hour** more than women.

Gender pay gap comparison since 2017

	2017	% change	2018	% change	2019
Mean	6.9%	-1.7%	5.2%	1.0%	6.2%
Median	11.9%	-4.7%	7.2%	4.3%	11.5%

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, the Together Trust's workforce is predominantly female. At the time of collecting the data, 75% of our workforce was female and women outnumber men in every quartile.

We found that there has been **an increase of 4.3%** on last year's median gender pay gap. There has been **an increase of 1%** on the mean gender pay gap from our last report.

The increase in the overall mean gender pay gap is due to a change in the men and women workforce distribution across the quartiles compared to last year, with 57.5% of our male workforce in the upper and upper middle quartiles compared with only 47.5% of our female workforce.

	2018		2019	
	Male	Female	Male	Female
Lower quartiles	43.1%	52.4%	42.5%	52.5%
Upper quartiles	56.9%	47.6%	57.5%	47.5%
Total	100%	100%	100%	100%

Pay quartiles

The pay quartile represents 25%, of the workforce, ranked by pay. The pay quartiles are then broken down by gender. At our snapshot date there were 556 women and 181 men in workforce, representing 75% and 25% of the workforce respectively.

As in previous years there are a greater proportion of men in the upper pay quartiles compared with a greater proportion of women in the lower pay quartiles.

This year's data shows that there have been a reduction of men in the lower and upper middle quartiles, whilst the lower and upper quartiles remained the same.

Between 2018 and 2019, the number of women in the upper and lower middle quartiles increased by 3%.

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 style with a period at the end.

Mark Lee, Chief Executive



**TOGETHER
TRUST**