

Gender pay report 2020

Contents

| | |
|--|-----------|
| We are the Together Trust | 2 |
| Our mission | 2 |
| Our values | 2 |
| What is gender pay gap? | 3 |
| What is a relevant employee for the Together Trust? | 4 |
| How is the mean gap calculated? | 4 |
| How is the median gap calculated? | 4 |
| How we calculate gender bonus pay gap? | 5 |
| How gender pay gap differs from equal pay?..... | 5 |
| How we define “women” and “men” | 5 |
| Our pay structure | 5 |
| Our results | 6 |
| Chart: Gender percent of men and women employed 2020..... | 6 |
| Chart: Gender pay gap at the Together Trust 2020 | 6 |
| Chart: Gender percent of men and women employed per pay quartile 2020 | 7 |
| Our Analysis | 8 |
| Pay – hourly rate | 8 |
| Chart: Gender pay gap at the Together Trust 2020 | 8 |
| Chart: Our Gender pay gap comparison since 2017 | 8 |
| Changes to the mean since 2019 | 9 |
| Changes to the median since 2019 | 10 |
| Chart: Male and Female percentage of workforce..... | 10 |
| Our gender bonus pay gap | 11 |
| Our industry..... | 11 |
| Our actions | 12 |
| Declaration | 12 |
| References | 13 |

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 across an organisation and if gender percent varies between pay quarters.

There are seven calculations in a gender pay report to measure full-pay relevant employees:

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

(GOV.UK, 2020)

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 full-time equivalents. This means that each part-time employee, including job-sharers, employed by the organisation on the snapshot date counts as one employee. (GOV.UK, 2020)

How is the mean gap calculated?

A mean average involves adding up all the people’s hourly pay and dividing the result by how many people were in the list. All the women’s hourly pay is added together and divided by the number of women and the same is done for the men. The mean gender pay gap shows the difference in average hourly rate of pay between men and women.

How is the median gap calculated?

A median average involves listing all the people’s hourly pay in numerical order. If there is an odd number of results, the median 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 we calculate gender bonus pay gap?

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

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.

Our results

The Together Trust includes many different roles and a variety of pay rates.

On 5 April 2020: **762** full-pay relevant employees, **578** women, **184** men.

Chart: Gender percent of men and women employed 2020

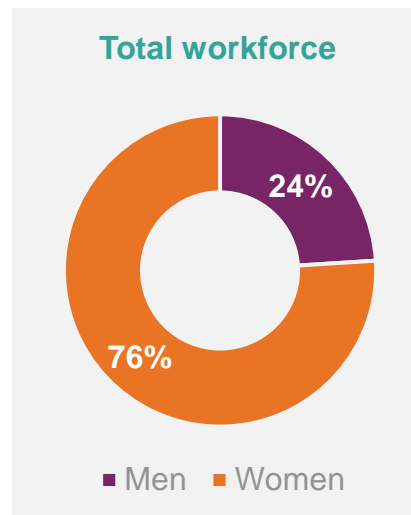


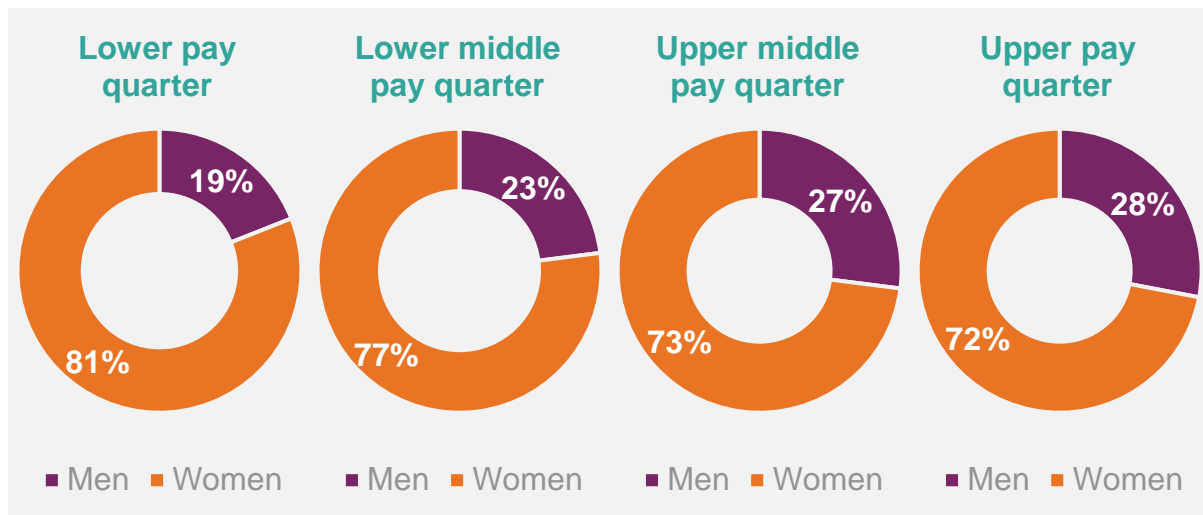
Chart: Gender pay gap at the Together Trust 2020

| | Gender pay gap % | Gender bonus pay gap % |
|--------|------------------|------------------------|
| Mean | 7.0% | -5.9% |
| Median | 9.1% | 33.3% |

- The mean hourly pay gap is **7.0%**.
- The median hour pay gap is **9.1%**.

- The median bonus pay gap is **33.3%**.
- The mean bonus pay gap is **-5.9%**.

Chart: Gender percent of men and women employed per pay quartile 2020



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

Our Analysis

Pay – hourly rate

Chart: Gender pay gap at the Together Trust 2020

| | Women | Men | Gender pay gap £ | Gender pay gap % |
|--------|--------|--------|------------------|------------------|
| Mean | £11.91 | £12.80 | £0.89 | 7.0% |
| Median | £10.03 | £11.03 | £1.00 | 9.1% |

Our mean gender pay gap is **7.0%**. When comparing mean hourly pay, men earn £0.89 per hour more than women. This means for **every £1 a man earns, a woman earns £0.93, which is 7.0% lower.**

Our median gender pay gap is **9.1%**. When comparing median hourly pay, men earn £1.00 per hour more than women. This means for **every £1 a man earns, a woman earns £0.91, which is 9.1% lower.**

Chart: Our Gender pay gap comparison since 2017

| | 2017 | % change | 2018 | % change | 2019 | % change | 2020 |
|--------|-------|----------|------|----------|-------|----------|------|
| Mean | 6.9% | -1.7% | 5.2% | 1.0% | 6.2% | 0.8% | 7.0% |
| Median | 11.9% | -4.7% | 7.2% | 4.3% | 11.5% | -2.4% | 9.1% |

Changes to the mean since 2019

This year's data shows that the mean earnings for men was 7.0% higher than the average pay for women. This is **an increase of 0.8%** on the mean gender pay gap from our 2019 report. This increase is due to changes within the pay quartiles.

Pay quartiles

At the date of reporting there were 578 women and 184 men in the workforce, representing 76% and 24% 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. These proportion splits have remained consistent since the Trust started reporting the Gender Pay Gap.

Analysing the detail of the average pay in each quartile the hourly pay for both men and women in the three lowest quartiles only varied by a couple of pence.

The quartile with the biggest mean hourly pay gap was the upper quartile, which had an average hourly rate for men £1.32 (6.9%) higher than the average hourly rate for women.

Like other small to medium sized organisations, which have a relatively small number of male employees, we can see a large difference in calculations when we remove the Chief Executive's hourly pay when a man holds this position.

Changes to the median since 2019

This year's data also shows that the woman in the middle (median) of the women's pay data earned 9.1% less than the man who was in the middle of the men's pay data. This has been **a decrease of 2.4%** compared to last year's median gender pay gap.

With 43.5% of our male workforce and 52.2% of our female workforce in the lower two quartiles, this results in the median being higher for males (by 9.1%).

As there are less men in the organisation, small changes to the male workforce can have big effects on the male median.

Chart: Male and Female percentage of workforce

| | 2018 | | 2019 | | 2020 | |
|-----------------|-------|--------|-------|--------|-------|--------|
| | Male | Female | Male | Female | Male | Female |
| Lower quartiles | 43.1% | 52.4% | 42.5% | 52.5% | 43.5% | 52.2% |
| Upper quartiles | 56.9% | 47.6% | 57.5% | 47.5% | 56.5% | 47.8% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

As the table above shows, there has been **an increase of 1%** of the male population in the lower quartile in comparison to 2019, which has impacted the median male hourly rate of pay.

Our gender bonus pay gap

We recently upgraded our systems to enable us to report on bonuses for the first time. The only bonus scheme in operation is to reward long service in employment with the Trust.

In 2020, **52** employees received a long service bonus payment, **86.5%** women, **13.5%** men.

Our mean (average) gender bonus pay gap is **-5.9%**.

Our median gender bonus pay gap is **33.3%**.

6.8% of our total workforce received a long service award payment, this is 3.8% of all men and 7.8% of all women as more women reached a milestone length of service than men.

Our industry

In 2019, in the UK, 79% of jobs in health and social work sector and 70% of jobs in education sector were held by women (Francis-Devine & Foley, 2020). It is common in our industry sectors that women have a higher gender percent of workforce than men. Our gender pay report 2020 shows **76% of our workforce are women** and have a higher gender percent in every pay quarter.

In the UK, median gender pay gap for all employees is 17.3% which has seen a yearly drop of 0.5% from 2018 (ASHE, 2019). Our gender pay report 2020 shows a **7.0% mean (average) gender pay gap** and **8.1% median gender pay gap**.

Our actions

At the Together Trust, we have committed to addressing inequality. The results of our gender pay report will influence our equality, diversity and inclusion strategy for the Together Trust.

We commit to:

- Being open, honest and vulnerable by admitting where we have got things wrong
- Educate ourselves so we can do the right thing
- Building an inclusive culture of togetherness at the Together Trust

Declaration

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



Mark Lee, Chief Executive

References

- ASHE. (2019). *Gender pay gap in the UK*. Retrieved from Office for National statistics:
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>
- CIPD. (2020). *CIPD gender pay gap report 2020*.
- Francis-Devine, B., & Foley, N. (2020). *Women and the Economy*.
- GOV.UK. (2020, 02 18). *The gender pay gap data you must gather*. Retrieved from gov.uk: <https://www.gov.uk/guidance/the-gender-pay-gap-data-you-must-gather#task-1>
- GOV.UK. (2020, December 14). *The gender pay gap information employers must report*. Retrieved from GOV.UK: <https://www.gov.uk/guidance/the-gender-pay-gap-information-employers-must-report#the-gender-pay-gap-figures-you-must-report>
- Pay Data. (2019, March 11). *What are the different types of pay structure?* Retrieved from PayData: <https://www.paydata.co.uk/hr-hub/blogs/job-evaluation/what-are-the-different-types-of-pay-structure/?cn-reloaded=1>