

Gender pay report 2021

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

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

What is a relevant employee for the Together Trust?

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

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

The list of relevant employees is the basis for:

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

The gender pay gap calculations that are required to be made 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 all counted. (GOV.UK, 2021)

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

The list of full-pay employees is the basis of the gender pay gap calculations. It is drawn from the list of relevant employees that determines the headcount.

A full-pay relevant employee is one **employed** and receiving **full pay** during the specified pay period.

An employee taking parental leave or sick leave on full pay would be included, but employees on reduced pay, for a reason such as maternity leave, do not count as full-pay relevant employees, even though they have been counted towards the total of relevant employees. (CIPD, 2021)

What is the Job Retention Scheme (Furlough)?

The job retention scheme is a government wage support measure that was put in place in March 2020 to help protect companies and their employees during the covid-19 pandemic.

The scheme helped companies pay their employees while they were unable to work (furloughed). This helped keep employees in companies while offering relief to the organisations. (Hogg, n.d.)

How have employees on the Job Retention Scheme (Furlough) been treated?

Employees who have been on the job retention scheme (Furlough) that received their full basic pay have been counted as full paid relevant employees.

Employees on furlough who have not received their full basic pay have not been included.

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 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 2021: there were **697** full-pay relevant employees, **527** women, **170** men.

Chart: Gender percent of men and women employed 2021

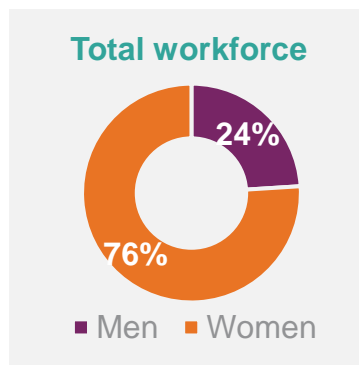
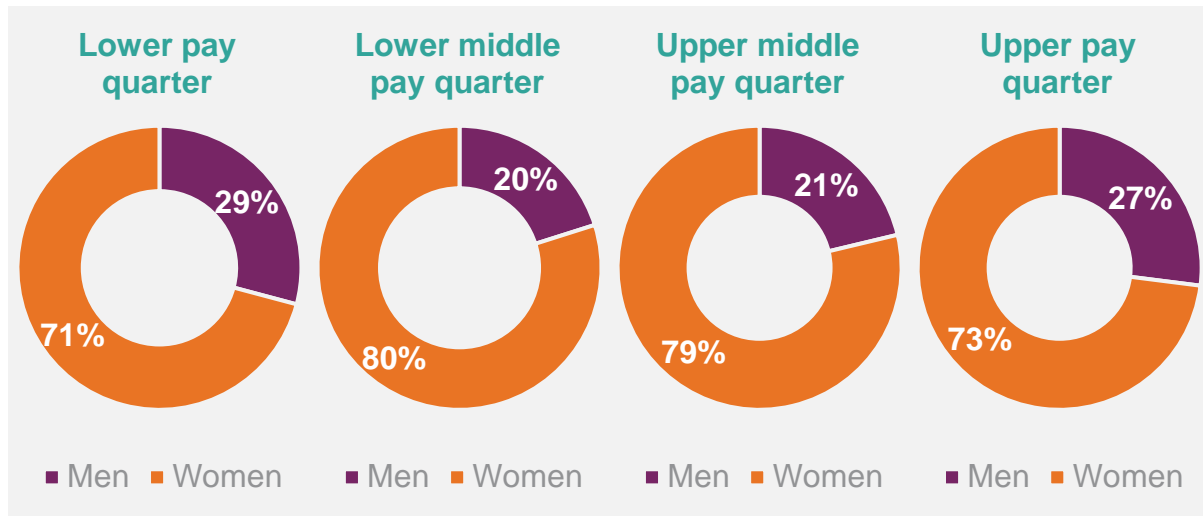


Chart: Gender pay gap at the Together Trust 2021

	Gender pay gap %	Gender bonus pay gap %
Mean	3.4%	-25.8%
Median	0%	0%

- The mean hourly pay gap is **3.4%**.
- The median hour pay gap is **0%**.
- The median bonus pay gap is **0%**.
- The mean bonus pay gap is **-25.8%**.

Chart: Gender percent of men and women employed per pay quartile 2021



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 2021

	Women	Men	Gender pay gap £	Gender pay gap %
Mean	£13.27	£13.73	£0.46	3.4%
Median	£11.62	£11.62	£0.00	0%

Our mean gender pay gap is **3.4%**. When comparing mean hourly pay, men earn £0.46 per hour more than women.

Our median gender pay gap is **0%**. When comparing median hourly pay, men and women earn the same.

Chart: Our Gender pay gap comparison since 2019

	2019	CHANGE %	2020	CHANGE %	2021
MEAN	6.2%	0.8%	7.0%	-3.6%	3.4%
MEDIAN	11.5%	-2.4%	9.1%	-9.1%	0%

Changes to the mean gender pay gap since 2020

This year's data shows that the mean earnings for men is 3.4% higher than the average pay for women. This is **a decrease of 3.6%** on the mean gender pay gap from our 2020 report. This decrease is due to several factors.

- Changes within the pay quartiles
- Reduced number of full pay relevant employees

Changes within the Pay quartiles

At the date of reporting there were 527 women and 170 men in the workforce, representing 76% and 24% of the workforce, respectively.

In comparison to previous years, there has been a 10% increase in the number of men in the lower pay quartile. While the other three pay quartiles have seen a decrease in men.

The changes in the pay quartiles show that in comparison with 2020, there are more men in the lower pay quartiles and more women in the higher pay quartiles. This led to a reduction in the mean pay gap.

When analysing the difference between the average pay in each quartile of the hourly pay for both men and women:

- In the three lowest quartiles the difference was rather low and only varied by a couple of pence in favour of women.
- Whilst the upper quartile had a £1.27 difference (6.1%) in favour of men. The average hourly rate for men was £20.74 in comparison to the average hourly rate for women at £19.47

Reduced number of full pay relevant employees.

There has been nearly a 9% decrease of full pay relevant employees from 2020. This decrease is due to unpaid leave to care for dependants and those on furlough who did not receive their full basic pay.

The decrease in full pay relevant employees is part of the reason the mean gender pay gap has reduced.

Impacts of Unpaid Leave: During the snapshot month there were nearly three times more employees off for dependants than 2020. (21 women and 7 men) This meant that more employees were not included in the data due to this reason in comparison with the previous year.

Impacts of Furlough: During the snapshot data, there were 34 (22 women and 12 men) employees on furlough who have not received their full basic pay. Therefore they have not been included as full pay relevant employees.

Changes to the median gender pay gap since 2020

This year's data shows that the median was the same for both men and woman meaning there was no gender pay gap for the median. There was **a decrease of 9.1%** compared to last year's median gender pay gap.

In the lower two quartiles there is a **7.1%** increase of men compared with 2020. While women have had a decrease of **1.6%** in the lower two quartiles.

This has meant **50.6%** of males in the organisation and **49.9%** of women sit in the bottom two quartiles.

Despite the slight difference in the split (50.6% and 49.9%) the median hourly rate for both men and woman was £11.62.

As there are 170 males in the organisation, a small number moving from the lower two quartiles to the upper two quartiles has affected the median results.

Chart: Male and Female percentage of workforce

	2020		2021	
	Male	Female	Male	Female
Lower quartiles	43.5%	52.2%	50.6%	49.9%
Upper quartiles	56.5%	47.8%	49.4%	50.1%
Total	100%	100%	100%	100%

As the table above shows, there has been **an increase of 7.1%** of the male population in the lower quartile in comparison to 2020, which has impacted the median male hourly rate of pay.

Our gender bonus pay gap

The main bonus scheme in operation is the long service recognition reward. Employees receive a bonus with every 5 years of continuous service, gaining a larger bonus the longer the length of service.

This year, the bonus pay also included an incentive payment. A role was advertised internally to all staff, which included an incentive payment. The incentive was to help recruit to a role for a new service in Bolton.

The incentive payment required the employee to remain in post for six months before receiving the payment. Only one person received the payment which had a significant impact on the mean bonus pay gap.

In 2021, **81** employees received a long service bonus payment, **70.4%** women, **29.6%** men.

Mean gender bonus pay gap

Our mean (average) gender bonus pay gap is **-25.8%**.

The mean (average) gender bonus pay gap has been significantly affected by the incentive scheme payment to one employee. If this were excluded the mean bonus pay gap would be **-9.5%**.

Median gender bonus pay gap

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

The median bonus pay gap is **0%** because **57.9%** of women and **62.5%** of men who received a bonus received the same 5-year length of service reward.

11.9% of our total workforce received a long service award payment, this is **14.1%** of all men and **10.8%** of all women and more women reached a milestone length of service than men.

Our industry

In 2020, in the UK, 78% of jobs in the health and social work sector and 72% of jobs in the education sector were held by women (RS, 2020). It is common in our industry sectors that women represent a higher percentage of the workforce than men.

Compared with the 2019 results on gender splits in the UK, Health and Social care sector has dropped for women by 1% and Education has increased by 2%.

Our gender pay report 2021 shows that **76% of our workforce are women** which remains the same as 2020.

The Office for National Statistics (ONS) found that the gender pay gap – measured as the difference in average hourly earnings, excluding overtime, between men and women – increased in April 2021 to 15.4 %, up from 14.9 % in 2020.

Our gender pay report 2021 shows a **3.4% mean (average) gender pay gap** and **0% median gender pay gap**.

It is worth noting that the ONS calculates its pay gap based on its Annual Survey of Hours and Earnings – which takes a snapshot of earnings across the UK economy – and is different from figures based on compulsory gender pay gap reporting which were used for the purpose of this report.

Our actions

Last year we launched our commitment to addressing inequality at the Together Trust.

We have spent 2020 and 2021 starting this journey;

- Firstly making sure we take action to be more inclusive without being asked. For example; creating a way for staff to share their pro nouns, sharing and celebrating celebratory and significant dates through the year for individuals and groups in the workforce.
- Secondly starting to listen better by both running our first Equality, Diversity and Inclusion audit for the workforce but also creating safe places for colleagues to share how they feel. We will be using this information to develop our EDI strategy to guide our next steps and agree the way we will measure our progress.
- Our gender pay results will be part of this measurement and will help keep us focussed on equality of reward but also seeking to understand the elements that impact on this for gender and other protected characteristics
- We are learning as we go through listening opportunities but also we have been running EDI training sessions which all leaders and staff can take advantage of

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