

OUTWARD – Gender Pay Gap Report 21/22

1. Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires organisations that employ more than 250 people to report on the gender pay gap and publish their findings to the HMRC annually.

2. Background

The gender pay gap shows the difference between the average (mean and median) earnings of men and women.

Employers must both:

- Publish their gender pay gap data and a written statement on their public-facing website
- Report their data to government online - using the gender pay gap reporting service

Employers that fail to report on time or report inaccurate data will be in breach of the regulations and risk facing legal action from the Equality and Human Rights Commission (EHRC), leading to court orders and fines.

3. The National Picture

- 3.1 The gender pay gap in the UK has been declining slowly over time and during the last decade has fallen by approximately a quarter among full-time employees and by just over one-fifth among all employees.
- 3.2 In 2020, the gap among full-time employees fell to 7.4%, from 9.0% in 2019 and among all employees it fell to 15.5%, from 17.4%. The gender pay gap is higher for all employees than for each of full-time employees and part-time employees. This is because women fill more part-time jobs which in comparison with full-time jobs have lower hourly median pay.
- 3.3 The ONS also reports the gender pay gap for full time under 40 years is now close to zero, but was over 10% for older age groups.
- 3.4 Although the coronavirus (COVID-19) has had a substantial impact on hours worked and pay within the labour market, it appears to have had little impact on the gender pay gap in April 2020 overall. However, in April 2020 Outward placed 40 staff on furlough leave; 20% male and 80% female. As these staff were paid at 80% of their total salary furloughing staff did have an impact on Outward's gender pay gap.

4. Workforce by Gender

- 4.1 Outward's workforce (fixed and flexi staff) comprises of people who identify as 138 male, 308 female and 1 transgender (31% males, 69% females, <1% transgender). This is a slight increase of <1% in male staff against a slight decrease in female staff since April 2020. The makeup of the social care sector as a whole - *Skills for Care report for 2021 states 82% female and 18% male in the UK.*

The overall workforce at the snapshot of April 2021 is 10% lower than at 5 April 2020 which is largely due to staff transferring to new providers under TUPE.

4.2 The mean (average) gender pay gap

(The mean average pay is calculated by adding up the pay of all in the group (fixed and flexi) and dividing this by the number of people in the group.)

The mean hourly pay for males was £11.99 and the mean hourly pay for females was £12.28. Overall the mean hourly pay for males was 2.4% lower than the mean hourly pay for females.

The gap has decreased since last April by 5.1%. The mean hourly rates have decreased by £0.03 for male staff and increased by £0.82 for female staff.

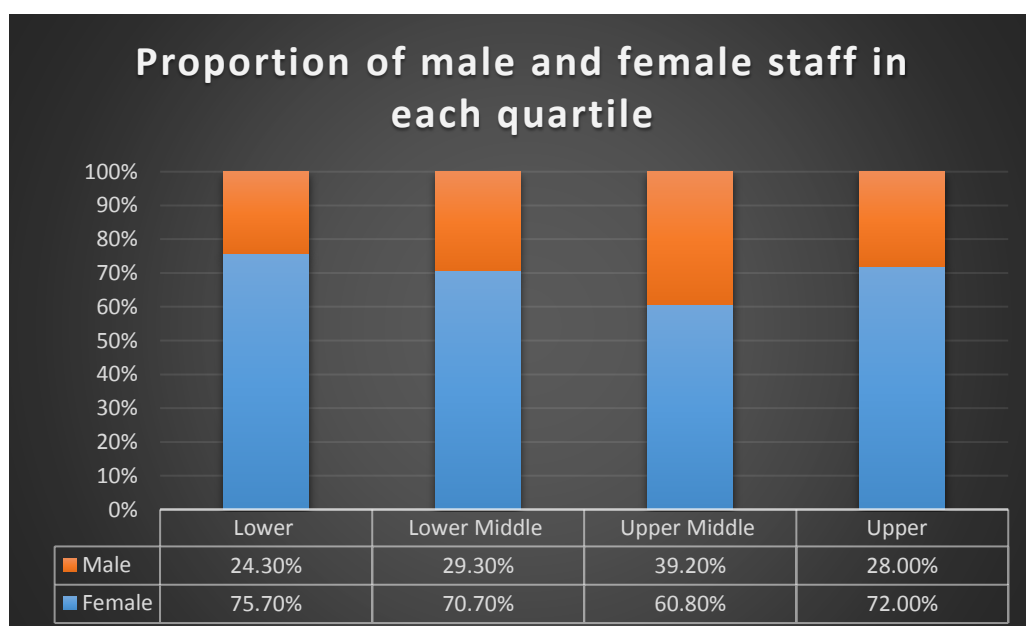
4.3 The median gender pay gap

(The median pay is arrived at by placing the hourly pay for all in the group in order of amount, the mid-point value in the group being the median.)

The median hourly pay for both males and females was £10.72. The median hourly pay for males is the same as the hourly pay for females.

4.4 The gender pay differentials per pay quartile

The below chart shows the hourly pay split by gender into four quartiles for Outward staff. Females dominate all quartiles from Lower to Upper and they were paid more than males by 5.1% and the median was the same for both males and females. Female staff have decreased a small percentage in the lower and upper quartile, but increased in the lower middle and upper quartile, but decreased in the upper middle quartile.



In Outward, women occupy 72% of the highest paid jobs and 75.7% of the lowest paid jobs.

Upper hourly pay quartile (highest paid)

72% of the upper hourly pay quarter (highest paid) are women. This is the highest figure for the past 5 years- 28% of the upper hourly pay quarter (highest paid) are men

Upper middle hourly pay quartile

60.8% of the upper middle hourly pay quarter are women- 39.2% of the upper middle hourly pay quarter are men. This is a decrease from a high of 66.7% in 2017-18

Lower middle hourly pay quartile

70.7% of the lower middle hourly pay quarter are women - 29.3% of the lower middle hourly pay quarter are men. This figure has remained largely stable over the past 5 years.

Lower hourly pay quartile (lowest paid)

75.7% of the lower hourly pay quarter (lowest paid) are women. This is the lowest % for the last 5 years. - 24.3% are men.

The mean difference in hourly pay between men and women is 2.4% down from a high of 4.1% in 2018-19

The median difference is currently at 0%

5. Comments on gender pay equality within Outward

5.1 All staff are paid the rate for the job role regardless of gender; pay rates are not negotiable. As we do not have an incremental pay scale; all staff are also paid the rate for the job regardless of length of service. The only difference to salary for a job role is for support workers depending on whether they work in a LLW contracted service.

5.2 30.06% of male staff and 25.15% of female staff are paid the LLW in 21/22 which will have impacted on the mean and median hourly rates of pay. Outward continues to strive to pay the LLW to all support staff as a minimum which will further reduce the gender pay gap. From April 2022 we have paid all support staff on the LLW so we are likely to see a change in our statistics re staff in the lower hourly pay quarter going forward.

5.3 We award long service – 5; 10; 20 years. This award is paid equally to male and female staff based on length of service.

5.4 Outwards senior management team is predominately female which is comparable within the sector.