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| **For information** | **Agenda Item: 7.6**  |
| **Meeting:** | **OUTWARD BOARD**  |
| **Date of Meeting:** | **30th of March 2023** |
| **Title:** | **To report on Outward’s 2022/23 Gender Pay Gap**  |
| **Purpose of Report:** | For Information |
| **Specific Recommendations:** | To accept the report’s findings prior to publication on the Government website by the 4th April |
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**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 by the 4th April, 2023. This report has been produced to inform the Board about Outward’s Gender Pay Gap prior to publication.

**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**

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.

In 2022, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus pandemic in 2019. Estimates for 2020 and 2021 are subject to more uncertainty than usual therefore we recommend looking at the longer-term trend. Among all employees, the gender pay gap decreased to 14.9%, from 15.1% in 2021, but is still below the levels seen in 2019 (17.4%).

The gender pay gap for part-time employees also reduced from negative 3.0% to negative 2.8%. The upward trend in the part-time gender pay gap seen since 2015 is continuing.

The gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay.

For 2022, the gap for employees aged 22 to 29 years, 30 to 39 years, and 60 years and above increased (although still in line with the pre-2020 downward trend). Those aged 60 years and over experienced the biggest increase of 1.9 percentage points.

**4. Gender Workforce and Pay Gap Data**

**4.1 Workforce by Gender**

Outward’s workforce (fixed and flexi staff) comprises of 148 males and 279 females (35% males, 65% females). This is an increase of 4% in male staff against a 4% decrease in female staff since April 2022. It is better than the makeup of the social care sector as a whole - *Skills for Care report for October 2022 states 82% female and 18% male* *in the UK.*



The overall workforce at the snapshot of April 2023 is 5.5% higher than at April 2022.

**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 £12.61 and the mean hourly pay for females was £12.90. Overall the mean hourly pay for males was 2.30% lower than the mean hourly pay for females.

The gap has decreased since last April by 2.93%.The mean hourly rates have increased by 5.17% for male staff and increased by 5.04% 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 £11.05. 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 2.30% 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.

**5. Comments on gender pay equality within Outward**

* All staff are paid the rate for the job role regardless of gender; pay rates are not negotiable. As we do not have any incremental scales 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.
* 74% of male staff and 71% of female staff are paid the LLW 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.
* We do award long service – 5; 10; 20 years. This award is paid equally to male and female staff based on the length of service.
* Outwards senior management team is predominately female which is comparable within the sector.

**6. Recommendations**

The Board is asked to note this report.