

Aldingbourne Trust Gender Pay Gap Report 2022/2023

1. Introduction:

All organisations employing 250 or more employees are required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to report their gender pay and bonus gap. The term ‘employee’ refers to the definition in The Equality Act 2010 and includes workers (such as those on zero hours contracts). The data we are required to report on is:

- percentage of males and females in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

This is the sixth Aldingbourne Trust Gender Pay Gap Report, the data in this report is taken from 20th March 2022 (our ‘snapshot date’ for the pay period proceeding 5th April 2022).

2. Our Gender Pay Gap Findings:

Table 1. Percentage of males and females in each hourly pay quartile:

	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Upper Quartile	(M) 25% (F) 75%	(M) 25% (F) 75%	(M) 21% (F) 79%	(M) 20% (F) 80%	(M) 21% (F) 79%
Upper Middle Quartile	(M) 30% (F) 70%	(M) 32% (F) 68%	(M) 29% (F) 71%	(M) 18% (F) 82%	(M) 21% (F) 79%
Lower Middle Quartile	(M) 32% (F) 68%	(M) 25% (F) 75%	(M) 25% (F) 75%	(M) 28% (F) 72%	(M) 23% (F) 77%
Lower Quartile	(M) 28% (F) 72%	(M) 29% (F) 71%	(M) 38% (F) 62%	(M) 36% (F) 64%	(M) 44% (F) 56%

Table 2. Mean, median and bonus pay figures:

	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
The difference of mean pay for full-pay relevant males and females, shown as a percentage	+1.51%	+3.34%	+0.28%	-4.47%	-4.07%

The difference of median pay for full-pay relevant males and females, shown as a percentage	-0.11%	+0.96%	+0.0%	-1.87%	-5.34%
The percentage of males and females receiving bonus pay	0%	0%	0%	0%	(M) 80% (F) 83%
The mean gender pay gap for bonus pay	n/a	n/a	n/a	n/a	-9.55%
The median gender pay gap for bonus pay	n/a	n/a	n/a	n/a	0.00%

These figures have been calculated in accordance with the government guidance published at <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

Under the guidance employers are requested to identify their ‘relevant employees’ and their ‘relevant full pay employees’. All relevant employees are included in the bonus pay calculations; however, only relevant full pay employees are included in the quartiles, mean, and median calculations.

3. Analysis of our Gender Pay Gap:

Firstly, to note that a direct comparison with the figures from 2021/22 is challenging, as the number of relevant full pay employees (used for the initial calculations) was affected by full and flexible furlough.

The table below shows the impact this had on calculating the percentage of male and female representation within the different pay quartiles.

	2021/2022 – all relevant employees	2021/2022 – relevant full pay employees
Upper Quartile	(M) 22%, (F) 78%	(M) 20%, (F) 80%
Upper Middle Quartile	(M) 33%, (F) 67%	(M) 18%, (F) 82%
Lower Middle Quartile	(M) 26%, (F) 74%	(M) 28%, (F) 72%
Lower Quartile	(M) 37%, (F) 63%	(M) 36%, (F) 64%

Therefore, in terms of accuracy, if we compare the ‘all relevant employee’ data to the current 2022/23 data this shows:

- Upper Quartile – a 1% increase in the number of females
- Upper Middle Quartile – 12% increase in the number of females
- Lower Middle Quartile – 3% increase in the number of females

- Lower Quartile – 7% increase in the number of males

Equally, if we apply the same formula of using ‘all relevant employees’ data as our point of comparison the Trust’s gender pay gap figure has substantially improved from a mean of -0.59% (2021/22) to -4.07% (2022/23) as a direct result of the increase in female representation in the upper and upper middle pay quartiles. The ‘relevant full pay employee’ data of 2021/22 detailed a mean of -4.47%. However, this can be directly correlated to our Day Services (which employs a higher ratio of male to female staff) being impacted by full and flexible furlough leave.

	2021/2022 – all relevant employees	2021/2022 – relevant full pay employees
The difference of mean pay for full-pay relevant males and females, shown as a percentage	-0.59%	-4.47%
The difference of median pay for full-pay relevant males and females, shown as a percentage	-1.87%	-1.87%
The percentage of males and females receiving bonus pay	0%	0%
The mean gender pay gap for bonus pay	n/a	n/a
The median gender pay gap for bonus pay	n/a	n/a

The median has equally significantly improved as a result of increased female representation, especially in the upper middle pay quartile. For the first time the Trust is also reporting bonus data, we paid a ‘thank you’ bonus in July 2021 in recognition of the impact the COVID-19 pandemic had on working conditions.

Our bonus data shows that 80% of males and 83% of females received a bonus payment, this was calculated on average hours worked over a qualifying period. Therefore, some seasonal and zero-hours staff who had not worked during this period did not qualify for a bonus payment. Our mean data shows that on average females were paid 9.55% higher bonus than their male counterparts. However, the 0% median demonstrates that the figures are directly correlated to our high female representation across the Trust.

4. Conclusion:

The ONS (2022) reported a national nominal decrease of 0.2% in the gender pay gap between females and males. However, they also caution the figures due to the impact of COVID-19 and resulting furloughing on staff across all sectors. This is also reflected by the gender pay gap reported by the Charity Commission (2022) showing a 0.1% reduction from +2.9% (2021-22) to +2.8% (2022-23).

However, these figures are not reflected at the Trust, we are reporting a substantial increase in the mean (average) female to male pay. However, as stated above, this does need to be considered in conjunction with the total number of females to male headcount across the Trust.

We are also proud to report a 7% increase in the number of males employed in frontline support roles, as detailed in our 2021/22 gender pay gap report this is an area of focus for us. To ensure our projects and services are reflective of the communities that we support. We want to ensure that we provide choice and the best experience possible to the people we support.

Over the next 12-months we will continue to nurture diversity within the Trust through policy, accreditations, but most importantly through our staff peer support groups – including working parents, menopause, Mental Health First Aid, and neurodiversity.

5. Sign Off:

I confirm that the information contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'Frances Russell', with a large, sweeping flourish above the name.

Frances Russell (Chair)

28th March 2023