

**WALSINGHAM**  
SUPPORT *Everyone is different*

# GENDER PAY GAP REPORT

SNAPSHOT DATE: 5<sup>th</sup> APRIL 2019

## 1. Background & Introduction

- 1.1. In April 2017 legislation was introduced that requires all organisations who employ 250 or more people to report their gender pay gap based on a snapshot of the workforce on the 5<sup>th</sup> April each year. The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working. Women are generally paid less than men.
- 1.2. The measure of gender pay gap shows the percentage difference between the average salaries of women and men across the entire workforce, irrespective of role. It should be noted that the gender pay gap is different from Equal Pay. The Equal Pay Act gives a right to equal pay between women and men for equal work. This covers individuals in the same employment and includes equality in pay and all other contractual terms.

## 2. The Statistics

- 2.1. Walsingham Support's gender pay gap statistics for the snapshot date of 5th April 2019 are:

| Reporting Category                                   |                       | %                        |      |
|--|-----------------------|--------------------------|------|
| Mean gender pay gap                                  |                       | 2<br>(female lower)      |      |
| Median gender pay gap                                |                       | -7.8<br>(female higher)  |      |
| Mean bonus gender pay gap                            |                       | -29.0<br>(female higher) |      |
| Median bonus gender pay gap                          |                       | 0.0<br>(no gap)          |      |
| Proportion of males and females receiving a bonus    |                       | Male                     | 13.5 |
|  |                       | Female                   | 16.8 |
| Proportion of males and females in each pay quartile | Upper Quartile        | Male                     | 17.9 |
|  |                       | Female                   | 82.1 |
|  | Upper Middle Quartile | Male                     | 14.7 |
|  |                       | Female                   | 82.3 |
| Lower Middle Quartile                                | Male                  | 28.4                     |      |
|  | Female                | 71.6                     |      |
| Lower Quartile                                       | Male                  | 26.7                     |      |
|  | Female                | 73.3                     |      |

- 2.2. These figures have all been calculated using the mechanisms set out in the gender pay gap reporting legislation.

### 3. Key Findings: Mean and Median

- 3.1. Walsingham Support employs significantly more women than men across its workforce with 1,200 total employees in post on the snapshot date, of which 77% identified as female and 23% as male. This is a slightly improved reflection of the wider Social Care Sector which had a spread of 82% female and 18% male employees in 2018/19.
- 3.2. This means that the average (mean) for women is lower when considering the entire workforce because the overall number of people that figure is calculated from is so much higher. However, the mid-point (median) of each group's pay illustrates that women are better with a 7.8% higher rate than men. This is a positive gender pay gap measure for a workforce of this distribution.
- 3.3. Overall, Walsingham Support's figures compare very favourably against the Office of National Statistics (ONS) 2019 provisional figures<sup>1</sup> which reported the average mean at 16.2% and the average median at 17.3%.

### 4. Key Findings: Bonus Payments

- 4.1 The statistics show a higher percentage of women than men received bonuses, which reflects the higher female population of the workforce.
- 4.2 Additionally, the median illustrates that the mid-point average for each grade indicates an equal rate.

### 5. Statement

- 5.1 Walsingham Support has, throughout its 30+ years of operating, been fully committed to equality and diversity and has employed people according to the requirements of the role, not according to gender. We support flexible and part time working across all areas of the organisation, enabling more than half of our organisation to work on a part time basis to support their work life balance needs.
- 5.2 At top level the Executive and Senior Leadership Team is made up of 33% male and 67% female employees.
- 5.3 Walsingham Support is committed to continuing as an organisation that supports work life balance and by promoting this (particularly at recruitment) hope to continue to measure gender pay gap favourably in comparison to the ONS<sup>1</sup>.
- 5.4 Walsingham Support is also committed to the continuing challenge to improve low pay across the organisation and adult social care sector, striving to ensure we pay 20p above the National Living Wage (NLW). Which we did achieve for 2018/2019.

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<sup>1</sup> ONS: Annual Survey of Hours and Earnings (ASHE) Gender Pay Gap Tables 2019 provisional

- 5.5 Walsingham Support also continue to provide staff development opportunities across the workforce to enable people who traditionally would not seek to progress, to be able to do so.
- 5.6 Finally, Walsingham Support continues to research initiatives to increase the number of men working in the sector in general.
- 5.7 I confirm that this report has been written in line with gender pay gap reporting legislation and that the figures within it are accurate.

Ebony Charles  
HR Manager

Debbie Johnston  
Director of Corporate Services

The logo for Walsingham Support, featuring the letters 'WWS' in a bold, white, sans-serif font. The 'W' and 'S' are significantly larger than the 'W' in the middle. The letters are centered within a large, light gray circle that serves as a background for the text.

WWS