



Gender Pay Gap Report

Snapshot date April 2022

Walsingham Support Gender Pay Gap Report

Snapshot date April 2022

Background and Introduction:

Walsingham Support is required to report its gender pay gap in accordance with legislation that came into force in April 2017. The Equality Act 2010 (Gender Pay Gap Information) requires all organisations that employ 250 or more people to report on their gender pay gap.

The gender pay gap measures the difference between the men's and women's average earnings in an organisation but it does not take into account the various roles or levels of seniority of our employees.

It is important to consider that an employer with an effective equal pay policy can still have a gender pay gap if the majority of women are in lower-paid jobs.

The Data:

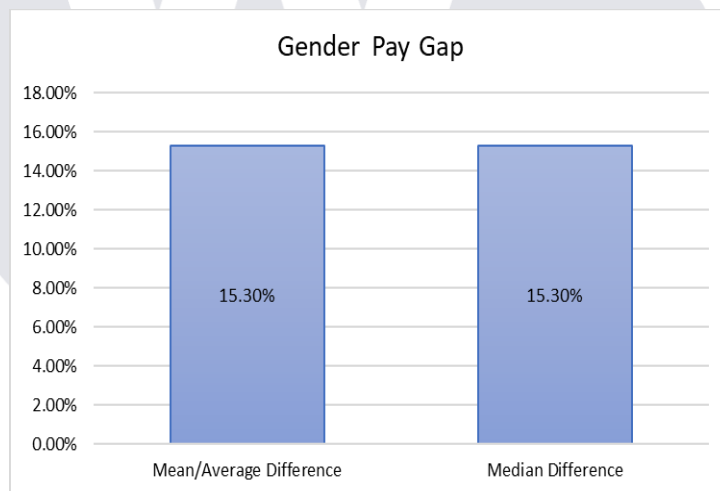
Reporting Category	% Difference
Mean Gender Pay Gap Female Mean Salary: £18,581 Male Mean Salary: £21,423	15.3% (lower for females)
Median Gender Pay Gap Female Median Salary: £18,504 Male Median Salary: £21,339	15.3% (lower for females)
Proportion of males and females in each quartile Top Quartile Female: 161 Male: 59 Upper Middle Quartile Female: 162 Male: 58 Lower Middle Quartile Female: 178 Male: 42 Lowest Quartile Female: 183 Male: 37	<ul style="list-style-type: none">• 73% female employees make up the top 25%• 27% male employees make up the top 25%• 74% of females make up the upper middle quartile.• 26% of males make up the upper middle quartile.• 80% of females make up the lower middle quartile.• 19% of males make up the lower middle quartile.• 83% of females make up the lowest quartile

	<ul style="list-style-type: none"> 16.8% of males make up the lowest quartile.
Mean Bonus Gender Pay Gap Males £281.87 Female 208.23	26.12% difference
Median Bonus Gender Pay Gap Males £160 Females £100	37.5%
Proportion of Males receiving a bonus	54.7% (162/296)
Proportion of Females receiving a bonus	60.1% (579/954)

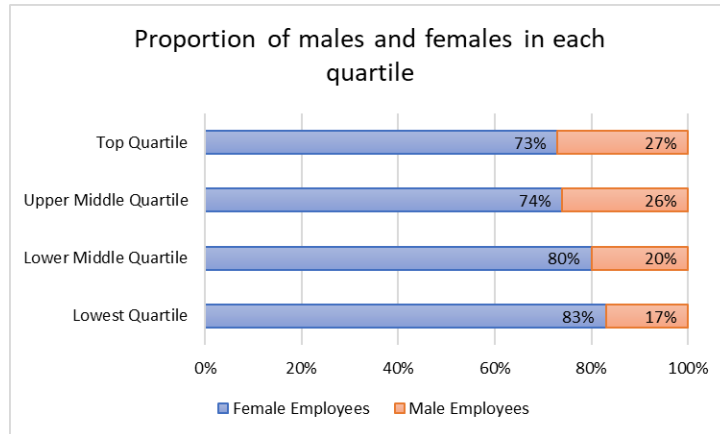
Key Findings:

Walsingham Support had a total of 880 employees in post on the snapshot date (April 2022). There were 684 employees (77.8%) that identified as female and 196 employees (22.3%) that identified as male. Therefore, our organisation is a predominantly female workforce, and we employ substantially more women than men across our organisation. This comes as no surprise as over 85% of the social care workforce is female.

The results of the Gender Pay Gap comparison show that average pay for women is 15.3% lower for females versus males within the organisation (£18,581 versus £21,423) with the same gap of 15.3% when looking at the median (midpoint) pay for these groups (£18,504 versus £21,339).



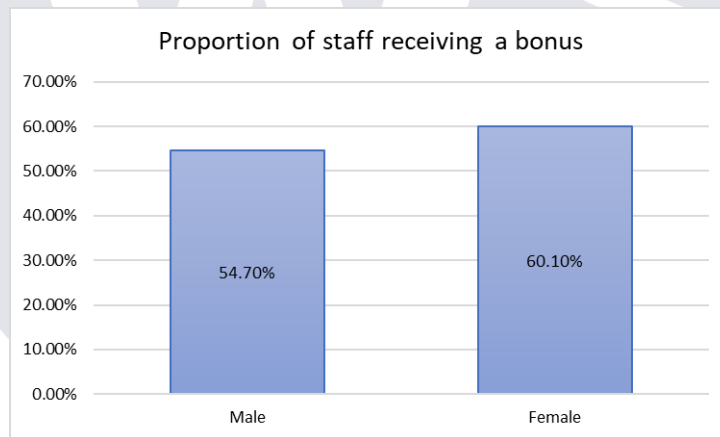
This is driven by the difference in the percentage distribution of females versus males within the organisation, with males proportionately better represented at the higher quartiles.



Bonus Payments:

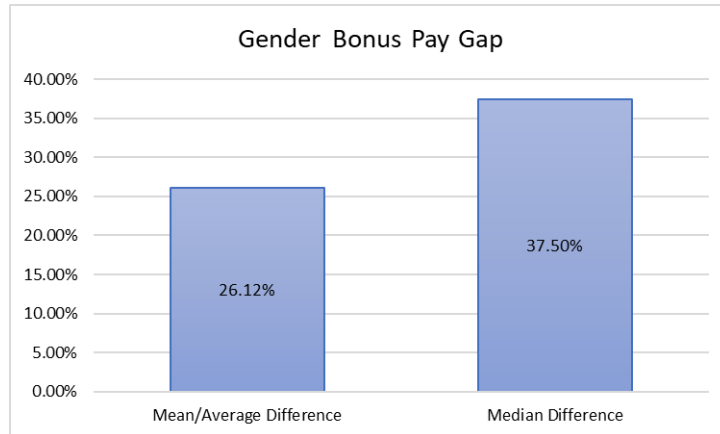
From May 2021- April 2022 there were 1243 bonus payments made to 741 individuals at Walsingham Support. These bonus payments comprised of bonus payments for recruitment, long service, performance, the bonus made to employees working in Wales made by Social Care Wales, and other bonuses by Local Authorities within workforce grants due to Covid.

The snapshot data shows that a higher percentage of women than men received these bonus payments. A total of 579 females received a bonus payment and 162 males.



The mean (average) amount for males receiving a bonus is £281.87 and the mean amount for females is £208.23.

The median amount for males receiving a bonus is £160 and the median amount for females is £100.



Statement:

Walsingham Support has and continues to be committed to equality and diversity and does employ people according to the requirements of the role and not according to their gender.

At the snapshot date, the Executive Leadership team was comprised of 25% female representation and 75% male representation, however changes in the team since that time means that the split is now 50:50.

The Senior Leadership team comprised of 71% female representation and 29% male representation.

Walsingham Support is also committed to improving low pay across the organisation and adult social care sector, striving to ensure we pay fairly and equitably, paying on average above the National Living Wage. On 1 April 2022, Services in Wales and Northern England were paying the majority of their staff in their regions above the national minimum wage of £9.50.

Walsingham Support also continues to provide staff development and career opportunities across the workforce to enable people who traditionally would not seek to progress, to be able to do so.

The data does show us that while we may have pay parity across roles, the difference in ratios of females to males in the different quartiles highlights the issue which is prevalent across social care in that we need more male representation in Support Worker and entry-level roles. We have a higher ratio of men in more senior roles which also suggests that we need to do more to enable the development and progression of our female staff.

What's Next:

From April 2022 all staff employed as support workers at Walsingham Support were paid a minimum of £9.50 per hour in accordance with the National Living Wage. The increase in April 2023 is 9.7% taking the National Living Wage to £10.42 so organisations like Walsingham Support which have high proportions of their staff being paid minimum wage will see a proportionately bigger jump for lower paid staff versus staff in the upper quartiles. This will contribute to reducing the pay gap as more female workers will receive higher percentage increases than male workers.

At the end of 2022 strict financial controls were implemented to ensure that during recruitment as well as annual salary reviews, there is transparency and consistency in the review of all salaries. All salary changes require review and approval from management and HR before being processed to

ensure both males and females receive a similar salary for similar roles . There is currently work being done within the organisation to review and analyse our reward mechanisms to assure ourselves there is no gender bias within the organisation. This will also enable us to ensure we are in line with market values where possible and are paying our employees equitably irrespective of gender.

