

Gender Pay Gap Report 2023



Background and Introductions

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 who employ 250 or more people to report on their gender pay gap.

Our goal is to be a diverse, inclusive organisation where our people thrive and respond to the individuals we support with fairness and empathy.

The gender pay gap measures the difference between men and women's average earnings in an organisation, but it does not consider 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 one gender are in lower paid jobs.

The Data

Reporting Category	% Difference
<p>Mean Gender Pay Gap</p> <p>Female Mean Salary: £11.59 (£22,600.60) Male Mean Salary: £11.42 (£22,269.00)</p>	-1.5% (lower for males)
<p>Median Gender Pay Gap</p> <p>Female Median Salary: £10.67 (20,806.50) Male Median Salary: £10.42 (20,319.00)</p>	-2.4% (lower for males).
<p>Proportion of males and females in each quartile</p> <p>Top Quartile Female: 171 Male: 47</p> <p>Upper Middle Quartile Female: 153 Male: 66</p> <p>Lower Middle Quartile Female: 181 Male: 39</p> <p>Lowest Quartile Female: 148 Male: 68</p>	<ul style="list-style-type: none"> • 78% female employees make up the top 25%. • 22% male employees make up the top 25%. • 70% of females make up the upper middle quartile. • 30% of males make up the upper middle quartile. • 82.3% of females make up the lower middle quartile. • 17.7% of males make up the lower middle quartile. • 69.4% of female's makeup the lowest quartile • 30.6% of males make up the lowest quartile.
<p>Mean Bonus Gender Pay Gap</p> <p>Males £284.75 Female £332.11</p>	16.63 % difference
<p>Median Bonus Gender Pay Gap</p> <p>Males £254.13 Females £254.13</p>	Equal
<p>Proportion of Males receiving a bonus</p>	18.6 % (36/194)
<p>Proportion of Females receiving a bonus</p>	81.4% (158/194)

Key Findings

Walsingham Support had a total of 873 employees in post on the snapshot date (April 2023). There were 653 employees (74.8%) that identified as female and 220 employees (25.2%) 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 vary significantly from the data provided in 2023 by Walsingham Support to such an extent that we have achieved a negative pay gap.

Previously the average pay for women was 15.3% lower for females versus males within the organisation. However as of the snapshot date the gap has closed in by a huge margin and we have reversed the pay gap with females having both a higher mean and median hourly rate. The average (mean) pay for females is 1.5% higher than males. The median pay (midpoint) is 2.4% higher for females than males with females being paid at £10.67 per hour and males earning £10.42 per hour.

There are a number of factors that contribute to this shift, including the fact that as at the snapshot date 50% of the executive leadership team including the CEO identify as female and 80% of the senior leadership team identify as female. In previous years the data showed that the distribution of males within the organisation was skewed towards the upper middle and top quartiles. This has now shifted as we have recruited more males in to the lower quartile and we have more balanced female representation in the upper quartile which has resulted in a significant shift in the gender pay gap that has existed historically within the organisation.

Although this is a hugely positive and progressive achievement for Walsingham Support, this raises a question as to whether there is sufficient male representation in the Senior Leadership team however the percentage gap is relatively small and is not a major concern at this time.

It is important to note that Gender pay is different to equal pay. Equal pay looks at ensuring everyone, regardless of gender is paid the same, for the same work. Walsingham Support has processes in place for ensuring males and females are paid the same, for doing the same work such as annual reviews of pay levels across the organisation.

Bonus Payments

From May 2022- April 2023 there were 140 bonus payments made to individuals at Walsingham Support. These bonus payments comprised of bonus payments for recruitment, long service, and performance.

The snapshot data shows that a higher percentage of women than men received these bonus payments. A total of 124 females received a bonus payment and 16 males.

The mean (average) bonus payment is £274.65 and the mean payment for females is £293.58.

The median amount for males receiving a bonus is £254.13 and the median amount for females is also £254.13.

As indicated by the bonus data, Walsingham Support does not have a culture of incentivising performance through large bonus payments and there is a shift in the organisation away from making financial awards for events such as long service.

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.

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 where possible.

On 1 April 2023, services in Wales and Northern England were paying the majority of their staff above the national minimum wage of £10.42.