Alliance for Better Care

Gender Pay Gap Report 21/22

This is our annual gender pay gap report for the snapshot date of 5 April 2021.

- Our mean gender pay gap is 22%.
- Our median gender pay gap is 0%.
- Our mean gender bonus gap is not applicable.
- Our median gender bonus gap is not applicable.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	7%	93%	All employees whose standard hourly rate is within the lower quartile
B	28%	72%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	0%	100%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	44%	56%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay reviews;
- Are in the process of implementing a pay scale to prevent disparity
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). According to the BMA (British Medical Association), in England, the pay gap exists in Healthcare 'mainly because of the under representation of women in the highest paid grades and specialities'.

In addition, research shows that woman are more likely to take time out to care for others which has a disproportionate impact on their pay, even after accounting for the time out.

BMA notes 'the structure of medical careers was designed originally for a predominantly male workforce, with the expectation of full time work for a long career and an ability to take on extra commitments. This has resulted in a lower average salary for the female workforce.'

ABC are going some way to achieve equity as our Senior Leadership Team is predominantly made up of women. However our Board currently only consists of one female member which is the driving force in our Gender Pay Gap.

The table above shows our workforce divided into four equal-sized groups, based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 93% of the employees in band A are women and 7% men. The percentage of male employees is the largest in the top pay band at 44%.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.9%, whilst for Health and Social Care the Mean Gender Pay Gap is 11.5%. At 22%, our mean gender pay gap is higher than the whole economy and our sector.

The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is 7.9%, while in the Health and Social Care Sector it is 24.6%. At 0% our Median Gender Pay Gap is much more favourable than the sector as a whole.

Table 2: Comparison with other organisations

	Our organisation	2021 ONS ASHE whole economy	2021 ONS Health and Social Care sector
Mean gender pay gap	22%	11.9%	11.5%
Median gender pay gap	0%	7.9%	24.6%

What are we doing to address our gender pay gap?

We are not happy with our gender pay gap even though the median gap compares favourably with others. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

So far, we have taken the following steps to promote gender diversity:

- **Creating a Pay Scale**: We are currently in the processes of creating a payscale which will ensure that all roles are benchmarked both internally and externally in relation to the job scope of the role. This will help to ensure that we are both transparent and fair with our pay.
- **flexible working policy:** We have developed a clearer flexible working policy and have recently furnished managers with toolkits which enable them to full understand the flexible working process. We are fully committed to considering all flexible working requests, regardless of length of service.
- **Supporting parents:** We have developed new guidelines for managers on supporting employees before, during and after maternity and other parental leave. We will also run training for all line managers and senior managers.

Over the next year, we will:

- Audit and review the impact of our payscale via staff surveys;
- Continue to review and develop family friendly policies;
- Develop a training programme for line managers to ensure they are fully aware of their responsibilities in relation to treating all staff fairly and equally

Any further initiatives launched throughout the year will be reported on the company sharepoint.

I, Kayleigh Ogleby, Head of People Services, confirm that the information in this statement is accurate.

Signed

Kayleigh Ogleby

Date

30 March 2022