

Gender Pay Gap Report



We are committed to providing equal pay and conditions to all staff regardless of who they are. We have used the 'Close Your Gap' tool to calculate and monitor our gender pay gap. We undertake an annual assessment every October and set a plan of action for the coming 12 months and monitor the successfulness of its implementation. Our latest assessment came out at 16%.

In 2021/22 we undertook a review of all pay grades within the organisation and addressed any anomalies in pay at that point. We can now state that at no grade within our organisation is anyone paid unequally to a colleague regardless of their gender, or any other protected characteristic. Any new hires whose salaries may disrupt this balance result in levelling up of all other staff at that grade, to avoid any new discrepancies occurring.

The main driver for our current gender pay gap is that we have a disproportionate number of female employees undertaking administrative roles in our Corporate Services Team. The salaries of these roles are lower than our professionally qualified, customer facing staff. We therefore understand that to now fully address our current gender pay gap, we have to ensure that there is appropriate mobility within our workforce and

ensuring that we have at least parity in representation of gender. The gender balance of our current Senior Management Team is 5 men and 4 women. In 2018, this was 8 men and 1 woman.

We have implemented the following actions to ensure that we are not creating barriers to working for, or gaining promotion within our organisation and ensure equality for all:

- Flexible Working – we have introduced a hybrid working policy together with greater flexibility of contracts i.e., full time, part time, annualised hours, start and finish times, etc.
- Transparent pay scales/salary ranges applicable to each role.
- Promotions up to Manager level are gained through a structured development programme. All vacancies for Manager and above roles are advertised internally for at least 7 days.
- Greater emphasis on Equality, Diversity and Inclusion training and refresher courses.

PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY QUARTER

