

People in Action gender pay gap report: 2017 to 2018

Gender pay gap report

Snapshot date: 1 April 2017 – 31st March 2018

Legislation

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is a high-level snap-shot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly large gender pay gap, this can indicate there may be a number of issues to deal with. Individual calculations may help to identify what those issues are.

Organisational Context

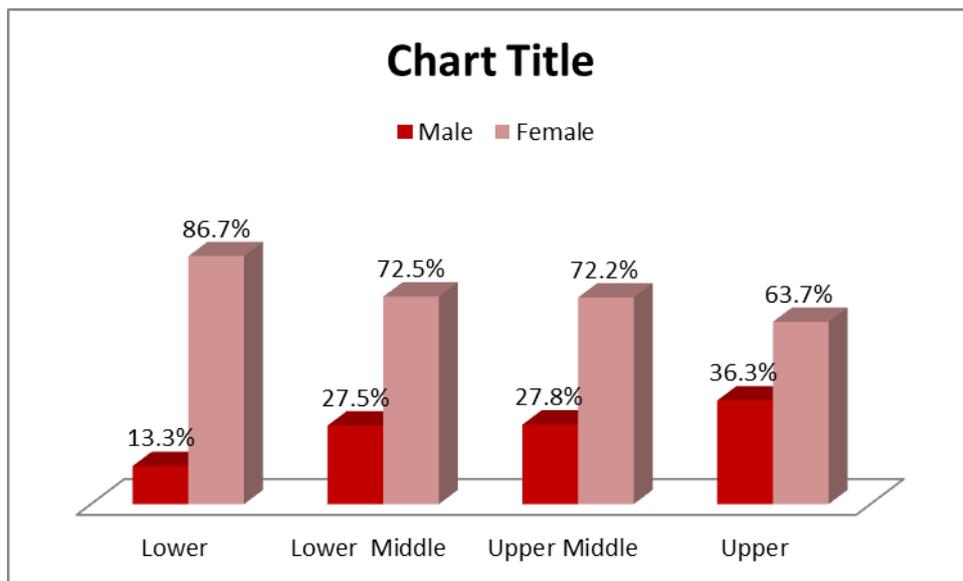
Our approach - People In Action Mission statement 'Helping our customers to live the lives they want by working with them, their families and their communities'.

PIA has a commitment to equality, attracting talent and boosting staff engagement. Due to the nature of our business we currently employ 267 females and 95 males. Our employees are mainly care workers / support workers. This is not about promoting one group of people above another, but ensuring everyone, regardless of their background, race, ethnicity or gender, has an equal opportunity to thrive. We want to continue to provide a working partnership with our customers that attracts and retains the best people and reflects the communities we serve.

PIA pay system covers administration grades from administrative to managerial level, and support workers to service managers. There is a higher premium paid to Support Worker's in the South of the business, this is also regardless of their background, race, ethnicity or gender.

Data type	%
1. Mean gender pay gap – Ordinary pay	7.69
2. Median gender pay gap – Ordinary pay	6.09
3. Mean gender pay gap – Bonus pay in the 12 months ending 31 March	0
4. Median gender pay gap – Bonus pay in the 12 months ending 31 March	0
5. The proportion of Male employees paid a bonus in the 12 months ending 31 March	0
6. The proportion of Female employees paid a bonus in the 12 months ending 31 March	0

Proportion of male and female employees in each quartile.



Further Analysis – Ordinary Pay

As the requirement to carry out this report has only been implemented this year, we are unable to benchmark in the way we will be able to in the future.

As an organisation we would not be able to reduce our gender pay gap. Should our report reflect on a role by role basis i.e. male Support Worker to female Support Worker, or male Manager to female Manager there would be no gap.

As previously explained, the reason for the gap is due to taking the analysis from Support Worker to CEO which is not reflected.

Further Analysis – Bonus Pay

The report shows there are no bonus pay systems in place within PIA. Therefore, points 3 – 6 are not applicable.

Declaration

‘We confirm that our data reported has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017’ and is accurate.