

**WALSINGHAM**  
SUPPORT *Everyone is different*

# GENDER PAY GAP REPORT

SNAPSHOT DATE: 5<sup>th</sup> APRIL 2021

## 1. Background & Introduction

- 1.1. In April 2017 legislation was introduced that requires all organisations who employ 250 or more people to report their gender pay gap based on a snapshot of the workforce on the 5<sup>th</sup> April each year. The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working. Women are generally paid less than men.
- 1.2. The measure of gender pay gap shows the percentage difference between the average salaries of women and men across the entire workforce, irrespective of role. It should be noted that the gender pay gap is different from Equal Pay. The Equal Pay Act gives a right to equal pay between women and men for equal work. This covers individuals in the same employment and includes equality in pay and all other contractual terms.

## 2. The Statistics

- 2.1. Walsingham Support's gender pay gap statistics for the snapshot date of 5th April 2021 are:

Reporting Category		%	
Mean gender pay gap		1.65 (female lower)	
Median gender pay gap		-4.5 (female higher)	
Mean bonus gender pay gap		0.0 (no gap)	
Median bonus gender pay gap		0.0 (no gap)	
Proportion of males and females receiving a bonus		Male	9.24
		Female	5.42
Proportion of males and females in each pay quartile	Upper Quartile	Male	14.78
		Female	85.21
	Upper Middle Quartile	Male	27.5
		Female	72.48
Lower Middle Quartile	Male	25.97	
	Female	74.03	
Lower Quartile	Male	24.03	
	Female	75.97	

- 2.2 These figures have all been calculated using the mechanisms set out in the gender pay gap reporting legislation.

### 3. Key Findings: Mean and Median

- 3.1. Walsingham Support employs significantly more women than men across its workforce with 1031 total employees in post on the snapshot date, of which 77% (793) identified as female and 23% (238) as male.
- 3.2. This means that the average (mean) for women is slightly lower when considering the entire workforce because the overall number of people that figure is calculated from is so much higher. However, the mid-point (median) of each group's pay illustrates that women are paid a 4.5% higher rate than men. This is a positive gender pay gap measure for a workforce of this distribution.
- 3.3. Overall, Walsingham Support's figures compare favourably against the DHSC: gender pay gap report and data 2021 [1] which reported the average mean at 11.5% and the average median at 10.0% within Health and Social Care organisations.

### 4. Key Findings: Bonus Payments

- 4.1 The statistics show a higher overall percentage of men than women received bonuses, 9.24% of all 238 male employees received a bonus which is 22 men whereas 5.42% of all 793 female employees received a bonus which is 43 women.
- 4.2 Additionally, the median illustrates that the mid-point average for each grade indicates an equal rate. It should be noted that all bonuses paid were at the same rate.

### 5. Statement

- 5.1 Walsingham Support has, throughout its 35 years of operating, been fully committed to equality and diversity and has employed people according to the requirements of the role, not according to gender. We support flexible and part time working across all areas of the organisation, enabling more than half of our organisation to work on a part time basis to support their work life balance needs.
- 5.2 At top level the Executive and Senior Leadership Team is made up of 38.5% (5) male and 61.5% (8) female employees.
- 5.3 Walsingham Support is committed to continuing as an organisation that supports work life balance and by promoting this (particularly at recruitment) hope to continue to measure gender pay gap favourably in comparison to the ONS<sup>1</sup>.
- 5.4 Walsingham Support is also committed to the continuing challenge to improve 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. The ONS reports that estimates for 2020 and 2021 are subject to more uncertainty than usual as a result of the challenges faced in collecting the data under government-imposed public health restrictions in 2020 and falling response rates since the start of the pandemic.

- 5.5 Walsingham Support also continues to provide staff development opportunities across the workforce to enable people who traditionally would not seek to progress, to be able to do so.
- 5.7 I confirm that this report has been written in line with gender pay gap reporting legislation and that the figures within it are accurate.

## **6. What next**

- 6.1 From April 2021 all staff employed at Support Worker were paid a minimum of £9.09 per hour, which continued to help to reduce the gender gap.
- 6.2 Financial controls are in place to manage staff salaries. All salary changes require management and HR review before being processed to ensure consistency.
- 6.3 Allowances have been looked at for all staff and reviewed in line with Walsingham Policy.
- 6.4 Pay benchmarking work is currently being undertaken to look at staff salaries, so that they are in line with the market values where possible and consistent irrespective of gender.

Liz Roe  
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