



**with YOU**

## **Gender Pay Gap Report**

**Report Date: March 2021\***

**Snapshot Date: 5 April 2020**

*\* Due to continuing impact of the Coronavirus (COVID-19), the Equalities and Human Rights Commission (EHRC) announced that employers have an additional six months to report their gender pay gap information, 5<sup>th</sup> of October 2021.*

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## **1. Foreword**

with YOU is a Charity providing high quality social care across Edinburgh and the Lothians. Our Articles of Association describe the aim of with YOU as: for the relief of those in need by reason of age, ill-health, disability, financial hardship, or other disadvantage, including without limitation people with mental health issues, people with learning disabilities and/or autism and people who are homeless, to promote wellbeing by:

- Providing support (either one to one or by other means) in people's homes or in other chosen locations.
- Providing group support.
- Enabling access to education and training, employment, arts, sports, recreation, and social and economic wellbeing.

We are fully committed to diversity and inclusion.

with YOU's pay structure and practices are gender neutral and we work hard to develop our staff into promoted posts, which in turn ensures that women are well represented in our services and within management.

Our objective is to continue to ensure that our HR, recruitment, and pay are anti-discriminatory and that we actively review and check our practices regularly to ensure high standards are maintained. We are conscious of our gender balance within the with YOU Board, 55.6% are female and 44.4% are male, and we will continue to work towards an equal representation of women and men.

We value all our employees and want to ensure that with YOU continues to be an excellent place to work.

## **2. Gender Pay Gap and Equal Pay**

The main question asked when discussing the Gender Pay Gap analysis is what the difference is between this analysis and doing an equal pay report where organisations could confirm that men and women are paid the same, for the same and alike work and work of equal value.

As we do not have any bonus system or additional management allowances, we avoid the risk of gender pay gap pitfalls, which these payments present.

### 3. The Gender Pay Gap Explained

Organisations with 250 or more employees are required to publish Gender Pay Gap data annually, between their male and female employees. The Gender Pay Gap shows the difference in average earnings for males and females across an organisation regardless of role and level.

The calculations required under the legislation are:

- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap:** The difference between the mean bonus paid to male relevant employees and that paid to female full-pay relevant employees.
- **Median gender pay gap:** The difference between the median bonus paid to male relevant employees and that paid to female full-pay relevant employees.
- **Proportion of males and females receiving a bonus payment.**
- **Proportion of males and females in each quartile pay band:** Who were in the lower, lower middle, upper middle and upper salary quartiles based on hourly rate of pay.

### 4. Data Summary

The data analysed is based on a “Snapshot” of the 5<sup>th</sup> of April 2020.

The with YOU workforce comprises of a higher percentage of female employees 71.55% than male employees 28.45% of the total relevant employees. This is comparable across the voluntary sector. The definitions used in this analysis are in line with the requirements laid out by the Government Equalities Office.

The gender pay gap shows the difference between the average (mean or median) earnings (hourly pay) of men and women. This is expressed as a percentage of men’s earnings.

Total Female	259	71.55%
Total Male	103	28.45%
M to F Ratio	1:2.5	2.5 female full pay relevant employees to every male full pay relevant employee

Women are well represented at all levels in with YOU and make up most employees. The Voluntary Sector, in general, has always had a higher proportion of women within the workforce.

The analysis shows that our overall gender gap by *mean* (difference in the averages for men and women’s pay) is - 0.50%. This demonstrates that we have more women in grade roles and where we have men in the equivalent roles, they are paid at the same rate.

At *median* point (difference in the midpoint for men and women’s pay) is 0%, which means that the pay of women and men are paid the same. There is no gender pay gap.

FT Female Mean	£9.98	FT Mean Gender Pay Gap	- 0.50%
FT Male Mean	£9.93		
FT Female Median	£9.30	FT Median Gender Pay Gap	0%
FT Male Median	£9.30		

## 5. Data Detail

To understand the differences and potential difference in pay, the analysis focuses on breaking the whole workforce down into four quartiles, lower, lower-middle, upper middle and upper. The pay quartiles represent a quarter, or 25%, of the workforce, ranked by pay. The pay quartiles are then broken down by gender. At our snapshot date there were 259 women and 103 men within the with YOU workforce representing 71.55% and 28.45% of the workforce retrospectively.

Quartile Pay	Male number	Female number	Total number	Male %	Female %
Lower	25	63	88	28.40%	71.60%
Lower middle	28	63	91	30.77%	69..23%
Upper middle	25	65	90	27.78%	72.22%
Upper	25	68	93	26.88%	73.12%
<b>Total</b>	<b>103</b>	<b>259</b>	<b>362</b>	<b>28.46%</b>	<b>71.54%</b>

## 6. Action

What are we doing to close the gap?

This is our third year of Gender Pay Gap analysis. We will continue to:

- Embed and pursue best practice and be rigorous around any anti-discriminatory pay practices. Our list of actions to close our gender pay gap from last year will continue to be our focus.
- Provide career progression opportunities, leadership training and strong role models for our employees to enable and support both men and women to progress within our workforce and ensure that with YOU has no glass ceiling.
- Increase our learning and development opportunities and make these accessible for all staff. This will further support greater fluidity in internal career progression, and we will focus this year on Support Worker development and retention.

with YOU has enhanced our flexible working by implementing a four-day week across the whole organisation.

**Declaration**

We confirm that the with YOU data is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Rhona Murray  
Managing Director