

Gender Pay Gap Report For 2022/2023

One of our strategic goals at Response is to be recognised as a great place to work, where our people feel valued, and are given opportunities to develop and learn. As an organisation we are committed to equity, diversity and inclusion in the workplace as this is reflective of the people who utilise Response services and those we employ.

Introduction

This report is an ad hoc report and sets out the gender pay gap statistics for Response in relation to the reporting year of 2022/2023.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Response is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation. Because different jobs pay differently and the number of males and females performing these jobs varies, a gender pay gap is likely to exist in any organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

A key outcome for gender pay gap reporting is for organisations to review their gender pay gap, to understand the reasons behind it and to work out how best to address these. It is worth noting that this is not an issue which can be solved quickly.

All organisations that must report the gender pay gap (those employing over 250 employees), must report in the same way, using the same calculations and same terminology. The calculations are based on 'median' and 'mean' gaps and are reported in pay 'quartiles'.

Gender Pay Gap Calculations

Mean Gender Pay Gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **7.1%** (rounded to one decimal place).

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The mean gender pay gap is simply the difference in average hourly rate of pay between men and women.

Our average hourly rate for females across all job roles within Response is **£13.58** and for males is **£14.62**. This means that on average males get paid **7.1%** more than females across Response.

Last year this was at 16.4% so we have reduced this gap by just over 9%pts.

Median Gender Pay Gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is (rounded to one decimal place)

The 'median' gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.

At the time of reporting there were 178 females employed and 84 males employed. Therefore, the 89th female hourly rate was £11.85 and the 42nd male hourly rate was £12.50 meaning the median gender pay gap is **5.2%**.

Last year this was at 15.5% so we have reduced this gap by over 10%pts.

Salary Pay Quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

The table below is highlighting how many females and males sit in each quartile and also highlights this as a percentage.

	Lower (1)		Lower middle (2)		Upper middle (3)		Upper (4)	
	Number	%	Number	%	Number	%	Number	%
Male	18	27.3%	17	26.2%	20	30.8%	29	43.9%
Female	48	72.7%	48	73.8%	45	69.2%	37	56.1%

Narrative

Response works in the social care sector and by the very nature of the work undertaken, tends to attract more females to the front-line job roles. Skills for Care has highlighted the national workforce is made up of 81% female workers. Response is working hard to increase the attraction of male candidates to front line roles and this has steadily reduced the split from 75% female last year to 73% female this year.

The gender split in the upper quartile is the most even, where there are less front-line roles.

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Response Organisation is a charitable company limited by guarantee. It is registered as a charity (No. 1101071) and a company (No. 04781936).



Over the next 12 months, Response intends to reduce our Gender Pay Gap even further through the following:

- Transparency with salary ranges and introducing a new pay banding and benchmarking system for all job roles across Response by completing job evaluations. This will help to ensure fair pay.
- Continue to encourage underrepresented groups to apply for roles within Response and consider promotion opportunities through social media campaigns.
- Continue to promote awareness, provide support and gather feedback in regard to equity, diversity and inclusion.
- Promote the policies we have in place to combat issues that disproportionately affect women, such as absence management, agile working, equality and diversity, flexible working, menopause, shared parental leave, and maternity, paternity and adoption.
- Ongoing learning and development in place for all colleagues
- Continue to monitor internal data to identify trends and patterns to shape future initiatives. This includes regular internal reporting on gender pay and monitoring throughout the year.
- Continue to encourage employees to complete personal development plans and encourage line managers to complete regular continuous feedback meetings.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: *N Leavesley*

Name: Nicola Leavesley

Job title: CEO

Date of statement: 27th March 2024

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