

Gender Pay Gap Report for 2020

Introduction

Due to the continuing impact of the Coronavirus (COVID-19) pandemic, the Equality and Human Rights Commission (EHRC) have announced that employers will have an additional six months after the current deadline to report their gender pay gap information. All employers now have until 5 October 2021 to report their gender pay gap information.

Enforcement was suspended entirely for the 2019/20 reporting year (which used a snapshot date of either 31 March 2019 or 5 April 2019). Employers do not have to report their gender pay gap information for the 2019/20 year, and will not be expected to do so at a later date.

Despite this, Somerset Care Limited published its Gender Pay Gap reporting figures for 2019/20 and this data below was published in April 2021.

Gender Pay Gap Report

This is our annual gender pay gap report for the snapshot date of 5 April 2020:

- Our mean gender pay gap is 5.8%.
- Our median gender pay gap is 1.2%.
- Our mean gender bonus gap is 88.4%
- Our median gender bonus gap is -36.0%
- The proportion of male employees receiving a bonus is 2.7% and the proportion of female employees receiving a bonus is 3.4%

Table 1: Pay quartiles by gender – 2019 and 2020

Band	Males 2019	Females 2019	Males 2020	Females 2020	What is included in this band?
A	14.0%	86.0%	13.6%	86.4%	All employees whose standard hourly rate is within the lower quartile
B	10.5%	89.5%	11.1%	88.9%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	10.7%	89.3%	14.4%	85.6%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	13.9%	86.1%	14.4%	85.6%	All employees whose standard hourly rate is within the upper quartile

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have developed a clear Equality, Diversity and Inclusion Policy outlining that we pay employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles. Women are more likely than men to be in front-line roles and are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up their children. Women are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation.

There were a total number of 1,972 employees included within the snapshot for the period, which is significantly lower than previous gender pay reports (2,367 employees reported in 2020 and 2,350 employees in 2019) due to the reduced number of 'relevant' employees to be included for the purposes of Gender Pay Reporting.

Employers must not count any employee within the Gender Pay Gap figures if they are paid less than their usual basic pay or, or none at all, because of being on leave during the pay period in which the snapshot date falls (the relevant pay period).

The specific reasons employees at Somerset Care Limited have been excluded from the calculation are for the following reasons:

- Employee is on low pay
- No hours worked in the period
- No Payslip in the period
- Zero pay rate calculated

The low pay exclusion is for anyone with the following payments listed in the period:

- Statutory Sick Pay/Ordinary Sick Pay
- Statutory Maternity Pay (or any other parental leave payment)
- Special absence (including dependency leave)

As for the specifics behind any other exclusion reason, it does fall in line with the HMRC published guidance.

It is unsurprising that there is a significant decrease in the number of relevant employees for the snapshot timeframe as the sickness absence levels for the period reflect the impacts of COVID-19.

There are more exceptions to the 'relevant' employees than we have employees and that is due to the exceptions being generated per employee post. For example, an employee could have 3 posts with exceptions but one valid post; an employee may have 1 contract role and 3 relief roles where none of the relief roles were worked in the reference period, but they would still be a valid employee for the calculations.

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap, and we are pleased to say that ours is less than others, including those within our industry. However, it is worthy of note that many others within the sector did not publish their Gender Pay Gap in 2020 due to the suspension of the reporting, as outlined in the introduction.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%.

	Our organisation	2020 ONS ASHE whole economy
Mean gender pay gap	5.8%	14.6%
Median gender pay gap	1.2%	15.5%

What are we doing to address our gender pay gap?

We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

As part of reviewing our recruitment practices and HR metrics, Somerset Care Limited can take the following steps to understand:

- the number of men and women applying for jobs and being recruited;
- the number of men and women applying for and getting promotions;
- the number of men and women leaving our organisation and their reasons for leaving;
- the number of men and women in each role and pay band;
- the number of men and women working flexibly and their level within our organisation;
- the number of men and women who return to their original job after maternity or other parental leave; and
- the number of men and women still working a year after they took maternity or other parental leave.

Revising the flexible working policy

In March 2021, we made significant changes to our flexible working policy to make it clear that we will consider requests from **all** employees to work flexibly, regardless of their length of service or role and that flexible working is not just part-time working. We have also committed in our policy to allow x2 applications for flexible working to be made within a 12 month period.

Supporting parents

We are developing new policies and guidelines for managers on supporting employees before, during and after maternity and other parental leave.

By themselves, these initiatives will not remove the gender pay gap. However, we will continue to review our gender pay information and support our employees and implement the right people strategies to enhance our culture.

Our Purpose is Our People.