

Gender Pay Gap Report for 2020/21 (Snap-Shot 05 April 2021)

Introduction

As a consequence of the impact of COVID-19 the Equality and Human Rights Commission (EHRC) amended the requirements for the reporting of data from employers. This included the suspension of reporting for 2019/20 (snapshot 05/04/19), and the extension to reporting for 2020/21 (snapshot 05/04/20) to October 2021.

Somerset Care Limited published its Gender Pay Gap reporting figures for 2018/19 (snapshot 05/04/19) even though this requirement was removed and published the reporting figures for 2019/20 (snapshot 05/04/20) in April 2021, rather than in the extended month of October 2021.

Due to the continuing impact of the Coronavirus pandemic the Office for National Statistics advise that comparisons with 2019/20 data need to be treated with caution due to the impact of the Coronavirus Job Retention Scheme (CJRS)

Gender Pay Gap Report

This is our annual gender pay gap report for the snapshot date of **5 April 2021**:

- Our mean gender pay gap is 4.51 %
- Our median gender pay gap is (0.15) %
- Our mean gender bonus gap is 56.39%
- Our median gender bonus gap is 1.82%
- The proportion of male employees receiving a bonus is 2.48% and the proportion of female employees receiving a bonus is 2.91%

Table 1: Pay quartiles by gender – 2019, 2020 and 2021

Band	Males 05/04/19	Females 05/04/19	Males 05/04/20	Females 05/04/20	Males 05/04/21	Females 05/04/21	What is included in this band?
A	14.0%	86.0%	13.6%	86.4%	13.86%	86.14%	All employees whose standard hourly rate is within the lower quartile
B	10.5%	89.5%	11.1%	88.9%	11.80%	88.20%	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%	13.11%	86.89%	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%	14.04%	85.96%	All employees whose standard hourly rate is within the upper quartile

Why do Somerset Care 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 2136 employees included within the snapshot for the period, returning to the levels of 2018/19, pre Furlough (1972 employees reported for 2020 and 2367 employees for 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)

- Employees receiving Furlough Payments under the CJRS

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?

The mean gender pay gap for the whole economy (according to the November 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.4 %

	Somerset Care 05/04/20 (snapshot)	ONS ASHE whole economy 2020	Somerset Care 05/04/21 (snapshot)	ONS ASHE whole economy 2021
Mean gender pay gap	5.8%	14.9%	5.23%	15.4%

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.

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.

We confirm that all calculations have been carried out in line with the guidance and regulations, with all efforts made to ensure a robust and methodical approach to the production of our findings.

Our Purpose is Our People.

04 April 2022