

Gender Pay Gap Report for 2021/22

(Snap-Shot 05 April 2022)

Introduction

Mandatory gender pay gap reporting was introduced in 2017 with the aim of narrowing and eventually eliminating the pay differential between men and women. Figures produced by the Office of National Statistics (ONS) show that the gender pay gap fell by almost a quarter for full-time employees between 2011 and 2011.

The framework is a tool for a complex issue and does not consider full- and part-time working arrangements, or of differences in occupation, grade and location. Neither does it factor in family structures, caring responsibilities, education, career aspirations, or personal choices employees make in their employment.

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.

Gender Pay Gap Report

This is our annual gender pay gap report for the snapshot date of **5 April 2022**:

- Our mean gender pay gap is 6.16%
- Our median gender pay gap is 0.59%
- Our mean gender bonus gap is 11.40%
- Our median gender bonus gap is (-5.00)%
- The proportion of male employees receiving a bonus is 5.91% and the proportion of female employees receiving a bonus is 4.71%

Table 1: Pay quartiles by gender – 2021 and 2022

Band	Males 05/04/21	Females 05/04/21	Males 05/04/22	Females 05/04/22	What is included in this band?
A	13.86%	86.14%	16.83%	83.17%	All employees whose standard hourly rate is within the lower quartile
B	11.80%	88.20%	10.98%	89.02%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	13.11%	86.89%	15.40%	84.60%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	14.04%	85.96%	14.67%	85.33%	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.

There were a total number of 1638 employees included within the snapshot for the period, (2136 employees reported for 2021, 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 due to the reduction in number of employees overall. The sector is facing significant challenges with recruitment and retention across the UK. Whilst attraction and recruitment to the sector have always been a challenge, the pandemic saw many employees leaving the sector, which is consistent across the UK. Pre pandemic levels of employees have not returned, resulting in posts being staffed by temporary agency workers.

Additionally, the number of relevant employees on 05 April 2022 is impacted by sickness absence levels for the period reflect the unsurprising high levels of absenteeism due to the ongoing impact of COVID-19 within the sector.

There are further exceptions to 'relevant' employees than we have employees, this is due to 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, however 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 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.9%, from 15.1% in 2021. “In 2022, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus pandemic in 2019. Estimates for 2020 and 2021 are subject to more uncertainty than usual therefore we recommend looking at the longer-term trend. Among all employees, the gender pay gap decreased to 14.9%, from 15.1% in 2021, but is still below the levels seen in 2019 (17.4%).”

	Somerset Care 05/04/21 (snapshot)	ONS ASHE whole economy 2021	Somerset Care 05/04/22 (snapshot)	ONS ASHE whole economy 2022
Mean gender pay gap	5.23%	15.1%	6.16%	14.9%

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.

We are also developing a new policy and guidance for managers on facilitating a flexible approach to retirement

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.

Gary Ridewood
Chief Executive Officer