Gender Pay Gap Report

March 2018

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The voice of
learning disability

MIDLAND MENCAP

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Background

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires an analysis of the payroll data as at 5th April 2017 and annually every 5th April thereafter. This payroll data forms the basis for calculating any gender pay gap. The six calculations that such employers are required to show are as follows:

1. Gender pay gap (mean)
2. Gender pay gap (median)
3. Proportion of males to females in each pay quartile
4. Gender bonus gap (mean)
5. Gender bonus gap (median)
6. Proportion of males to females who are paid bonus pay

Midland Mencap does not pay bonuses to any of its employees therefore our gender pay gap report will only show results of Gender pay gap (mean),Gender pay gap (median) and Proportion of males to females in each pay quartile.

In accordance with gender pay gap reporting recommendations; this report will also explain further the reasons for the reported gender pay gaps and Midland Mencap's actions towards addressing them.

Gender Pay Gap defined

This report is not about Equal Pay but rather Gender Pay Gap. These two terms are defined as follows:

Gender pay gap: A gender pay gap is the difference in the average hourly pay (excluding overtime) of women and men in an organisation*.*

Equal pay: Equal pay means that there should be no difference in the contractual terms of a woman and a man doing equal work, who both work for the same employer.

Midland Mencap is an equal pay employer and does not engage in any practices that breach equal pay legislation. Recruitment for all job opportunities across the organisation is based on a person's ability to carry out the required duties and not whether they are male or female.

The Gender Pay Gap report

As at April 2017, Midland Mencap had 294 employees in total of which 86% were female and 14% men.

Midland Mencap's overall gender pay gap mean average is 18.38% in favour of men. This represents the difference between average hourly pay rates of females and males across the total workforce.

Midland Mencap's gender pay gap median average is 2.57%. This average median gender pay gap is significantly below national gender pay gap averages for employers with more than 250 employees which as per 5th March 2018 published figures by the Office of National Statistics stood at 19.3%.

The quartiles reports for Midland Mencap are as follows:

	Women	Men
Lower quartile	86%	14%
Middle lower quartile	92%	8%
Middle upper quartile	90%	10%
Upper quartile	80%	20%

The quartile results indicate that in all quartiles there is a majority of women than men. However the upper quartile has a higher proportion of men in full time roles compared to the middle and lower quartiles which have a less percentage of men in full time roles.

Midland Mencap provides housing, care, support services and wellbeing activities to people with learning disabilities. The provision of care services is very female orientated and this is also reflected by the higher percentage of its female workforce. The nature and sector that Midland Mencap operates in means that we attract more women than men due to flexibility of employment. The part-time nature of most roles, mostly in middle and lower quartiles, gravitates towards women who predominantly have caring roles within families and society in general. All these factors have contributed to the gender pay gaps reported above.

The gender pay gap calculations do not include overtime hours, however, with high demand for care and support services across the organisation, most staff on part-time hours take the flexible opportunity of working overtime hours.

Proposed action

Midland Mencap still faces the challenge of attracting and recruiting male employees due to the nature of the sector that we operate in and caring services that we offer. However, Midland Mencap will continue to explore ways in which we can address the gender imbalance across the organisation.

Dave Rogers.

Chief Executive

Appendix1.

Definitions

Mean: A mean average involves adding up all individual employee hourly rates and dividing the result by the total number of employees in that data set.

Median: A median average involves listing all the individual employee hourly rates in numerical order. The median average is the middle number. If the data set has even number then the median is the average mean of the two central numbers

Quartile:

This involves listing all the individual employee hourly rates in numerical order and splitting the data set four equal sized bands from lowest to highest. The percentage of men and women is then calculated for each band.