

MIDLAND MENCAP

Gender Pay Gap Report

Published in October 2021

Background

Under 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 annual analysis of the payroll data as at 5th April. This payroll data forms the basis for calculating any gender pay gap. The six calculations required to show are as follows:

1. Gender pay gap (mean)
2. Gender pay gap (median)
3. Proportion of men to women in each pay quartile
4. Gender bonus gap (mean)
5. Gender bonus gap (median)
6. Proportion of men to women 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 men to women 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 man or woman.

The Gender Pay Gap report

As at April 2020, Midland Mencap had 316 relevant employees in total of which 89% were women and 11% men.

Midland Mencap's overall gender pay gap mean average is 23.55% in favour of men. This represents the difference between average hourly pay rates of women and men across the total workforce.

The median average gender pay gap is 5.40%.

The quartiles report for Midland Mencap are as follows:

	Women	Men
Lower quartile	88%	12%
Middle lower quartile	92%	8%
Middle upper quartile	90%	10%
Upper quartile	78%	22%

The quartile results indicate that in all quartiles there are more women than men. This is a similar trend compared to last year's gender pay gap report. 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.

This year we have a 4% increase of women in the Upper quarter indicating an increase of women representation in full time roles. The overall total representation of men across the lower, middle lower and middle upper quartile remains the same.

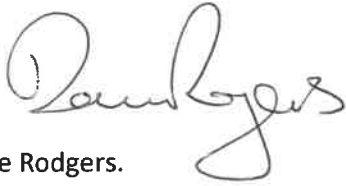
Midland Mencap provides housing, care, support services and wellbeing activities to people with learning disabilities. The provision of family care and support still falls proportionally higher on women and this is also reflected by the higher percentage of women in our workforce. The nature of the sector that Midland Mencap operates in seem to attract more women than men into roles across all services due to flexibility of employment hours around other family commitments. The flexibility, round the clock and 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 Covid19 pandemic may change this trend as we see society more inclined to find work, life and family balance despite their gender. Such a reflection may well come through in the next gender pay gap annual report.

Proposed action

Midland Mencap continues to face the challenge of attracting and recruiting men due to the nature of the sector that we operate in and caring services that we offer. The current recruitment challenges in the wider economy have made this even harder. However, Midland Mencap continues to ensure our recruitment processes and roles appeal to men. Over the last year, our recruitment processes have been reviewed to ensure they encourage male applicants into various employment opportunities but this has, unfortunately, not resulted in a significant change to male representation across the organisation.

Midland Mencap is committed to continue to explore ways in which we can address the existing gender imbalance.



Dave Rodgers.

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.

