

Style Acre

Supporting people with learning disabilities



Evenlode House, Howbery Park, Benson Lane, Wallingford, OX10 8BA
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Style Acre Gender Pay Gap Report April 2017

Style Acre's workforce was captured and analysed on 5th April 2017. The following data illustrating the Gender Pay Gap in the charity was collected:

- The mean hourly rate of pay for male full-pay relevant employees was £10.88
- The mean hourly rate of pay for female full-pay relevant employees was £9.34
- There is therefore a 14.2% mean gender pay gap (rounded to one decimal place)
- The median hourly rate of pay for male full-pay relevant employees was £8.92
- The median hourly rate of pay for female full-pay relevant employees was £8.92
- There is therefore a 0% median gender pay gap
- The Charity does not pay bonuses, therefore there is no data to report on this

The workforce was then divided into 4 quartiles according to pay rate.

- The first quartile containing the lowest pay rates within the charity, consisted of 83.5% females and 16.5% males (rounded to one decimal place)
- The second quartile containing the second lowest pay rates within the charity, consisted of 84.8% females and 15.2% males (rounded to one decimal place)
- The third quartile containing the second highest pay rates within the charity, consisted of 88.6% females and 11.4% males (rounded to one decimal place)
- The final quartile containing the highest pay rates within the charity, consisted of 72.2% females and 27.8% males (rounded to one decimal place)

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

What are the underlying causes of Style Acre's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;

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- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Style Acre is committed to the principle of 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Style Acre is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They 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 Style Acre's workforce, where the majority of front-line support workers within its services are women, while the majority of senior manager roles are held by men.

How does Style Acre's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Style Acre's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.5%. Style Acre's mean gender pay gap is therefore, significantly lower than that for the whole economy.

The median gender pay gap for the whole economy (according to the November 2016 ONS ASHE figures) is 19.2%. At 0%, Style Acre's median gender pay gap is non-existent and therefore something to be proud of.

What is Style Acre doing to address its gender pay gap?

While Style Acre's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the sector, this is not a subject about which Style Acre is complacent, and it is committed to doing everything that it can to reduce the gap.

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We strive to make the organisation an attractive employer for everyone and encourage applications from all sections of our community to ensure we have the right balance and skills to deliver an excellent service to the people we support.

Style Acre is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

As the Chief Executive of Style Acre, I confirm that the published information is accurate and a true reflection of the charities workforce on the snapshot date of 5th April 2017.

Signed:

A handwritten signature in black ink that reads "Chris Hyman". The signature is written in a cursive, flowing style.