

# Style Acre

Supporting people with learning disabilities



## **The National position – (Median Gender Pay Gap)**

The pay gap has fallen from 10.5% in 2011 to 9.1% in 2017, to 8.6% 2018 but remains positive in value meaning that on average men are still paid on average more than women in the UK.

## **Style Acre Gender Pay Gap Report April 2019**

Style Acre's workforce was captured and analysed on 5<sup>th</sup> April 2019. 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 £10.94
- The mean hourly rate of pay for female full-pay relevant employees was £9.94
- There is therefore a 9.1% mean gender pay gap (rounded to one decimal place)
- The median hourly rate of pay for male full-pay relevant employees was £9.09
- The median hourly rate of pay for female full-pay relevant employees was £9.09
- There is therefore a 0.0% 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 77.9% females and 22.1% males (rounded to one decimal place)
- The second quartile containing the second lowest pay rates within the charity, consisted of 85.7% females and 14.3% males (rounded to one decimal place)
- The third quartile containing the second highest pay rates within the charity, consisted of 87.0% females and 13.0% males (rounded to one decimal place)
- The final quartile containing the highest pay rates within the charity, consisted of 82.3% females and 17.7% 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.**

## **Tables comparing Style Acre's Gender Pay Gap Reports from 2017, 2018 & 2019:**

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**Table 1 – Comparing the mean & median hourly rates for males and females at Style Acre in 2017, 2018 & 2019:**

Year	Mean Hourly Rate for male full-pay relevant employees	Mean Hourly Rate for female full-pay relevant employees	Mean Gender pay gap (to one decimal place)	Median Hourly Rate for male full-pay relevant employees	Median Hourly Rate for female full-pay relevant employees	Median Gender pay gap (to one decimal place)
2017	£10.88	£9.34	14.2%	£8.92	£8.92	0%
2018	£10.61	£9.57	9.8%	£8.92	£8.92	0%
2019	£10.94	£9.94	9.1%	£9.09	£9.09	0%

**Table 2 – Comparing the percentage of males in each hourly rate quartile at Style Acre in 2017, 2018 & 2019:**

Year	% of males in first quartile containing lowest pay rates	% of males in second quartile containing second lowest pay rates	% of males in third quartile containing second highest pay rates	% of males in final quartile containing highest pay rates
2017	16.5	15.2	11.4	27.8
2018	18.5	19.8	7.4	23.2
2019	22.1	14.3	13.0	17.7

**Table 3 – Comparing the percentage of females in each hourly rate quartile at Style Acre in 2017, 2018 & 2019:**

Year	% of females in first quartile containing lowest pay rates	% of females in second quartile containing second lowest pay rates	% of females in third quartile containing second highest pay rates	% of females in final quartile containing highest pay rates
2017	83.5	84.8	88.6	72.2
2018	81.5	80.2	92.6	76.8

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<b>2019</b>	77.9	85.7	87.0	82.3
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## Style Acre's Gender Pay Gap in more detail

The gender pay gap is useful in measuring pay equality due to its simple calculation; however, it does not include any of the personal characteristics that may determine a person's pay e.g. age, education, geographic location. Instead, it captures a general overview of how an organisation pays men and women in a variety of different roles. Caution should therefore be taken when making inferences of a cause and effect relationship from this basic calculation.

### 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 in the UK.

The median gender pay gap for the whole economy in 2018 (according to April 2018 figures) was 8.6%. Style Acre's median gender pay gap is zero and therefore something to be proud of.

### Tables comparing Style Acre's Median Gender Pay Gap Report with other organisations in the Health & Social Care Sector in South Oxfordshire

Table 4- Data collated from the BBC News Website (2019):

Organisation	Median Gender pay gap reported in 2018 (to one decimal place)	Description
<b>Style Acre</b>	0%	For every £10.00 the average man earns at Style Acre, the average woman takes home £10.00
<b>Autism at Kingwood</b>	2% in favour of women	For every £10.00 the average man earns at Kingwood, the average woman takes home £10.20
<b>HFT</b>	2.8% in favour of women	For every £10.00 the average man earns at HFT, the average woman takes home £10.28
<b>Dimensions</b>	0%	For every £10.00 the average man earns at Dimensions, the average woman takes home £10.00

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<b>United Response</b>	0.6% in favour of women	For every £10.00 the average man earns at Dimensions, the average woman takes home £10.06
<b>Royal Mencap Society</b>	4.4% in favour of men	For every £10.00 the average man earns at Dimensions, the average woman takes home £9.56

The data in table 4 above shows that there is still more to be done by Style Acre, with several direct competitors reporting positive gender pay gaps in favour of women. Although a positive bias towards women does not reflect a neutral pay gap, it is what should be aimed for in an industry whose work force is predominantly female. Although Style Acre has a median gender pay gap of 0%, there is a mean gender pay gap of 9.1%, showing that there is a difference in the average earnings of men and women within the charity. The average used to calculate the gender pay gap is the median; however, the mean often reflects the specific problem of a lack of women in high-paying roles. According to the ONS, the mean hourly gender pay gap for full-time workers was 14.1 per cent, compared with 9.1 per cent for the median. Style Acre's mean hourly gender pay gap for workers is 9.1%; still favourable in comparison to the economy as a whole but still a positive value which can be improved upon.

Style Acre employs 52 men and 258 women. Support Workers make up the majority of the workforce and are paid at the lowest hourly rates in the organisation. It is therefore important to look at the quartile data and take into consideration the distribution of workers within the charity to help shed additional light on the mean and median calculations.

## What does this data mean for Style Acre?

Style Acre has made positive progress in the last 12 months in reducing its mean gender pay gap and increasing the percentage of female employees within the top quartile pay rates.

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.

**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 5<sup>th</sup> April 2019.**

Signed: