

Style Acre

Supporting people with learning disabilities



The National Position

“The 2022 mean GPG (the difference between men's and women's average hourly pay) is 5.45% and the median is 9.71%. In monetary terms, the mean hourly difference in ordinary pay is £1.44 compared to £1.48 in 2021 and the median hourly difference is £2.41 compared to £2.68 in 2021.”– gov.uk

Style Acre Gender Pay Gap Report April 2022

Style Acre's workforce was captured and analysed on 5th April 2022. 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 £11.47
- The mean hourly rate of pay for female full-pay relevant employees was £10.81
- There is therefore a 5.6% mean gender pay gap (rounded to one decimal place)
- The median hourly rate of pay for male full-pay relevant employees was £9.78
- The median hourly rate of pay for female full-pay relevant employees was £9.78
- 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 78.7% females and 21.3% males (rounded to one decimal place)
- The second quartile containing the second lowest pay rates within the charity, consisted of 95.5% females and 4.5% males (rounded to one decimal place)
- The third quartile containing the second highest pay rates within the charity, consisted of 74.2% females and 25.8% males (rounded to one decimal place)
- The final quartile containing the highest pay rates within the charity, consisted of 83.1% females and 16.9% 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.

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Tables comparing Style Acre's Gender Pay Gap Reports from 2017, 2018, 2019, 2020, 2021 & 2022:

Table 1 – Comparing the mean & median hourly rates for males and females at Style Acre in 2017, 2018, 2019, 2020, 2021 & 2022:

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%
2020	£10.82	£9.48	12.4%	£9.28	£9.28	0%
2021	£11.01	£10.46	4.9%	£9.48	£9.76	2.9% in favour of women
2022	£11.47	£10.81	5.6%	£9.78	£9.78	0%

Table 2 – Comparing the percentage of males in each hourly rate quartile at Style Acre in 2017, 2018, 2019, 2020, 2021 & 2022:

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

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2019	22.1	14.3	13.0	17.7
2020	20.0	14.6	12.3	17.1
2021	15.7	14.6	12.3	17.1
2022	21.3	4.5	25.8	16.9

Table 3 – Comparing the percentage of females in each hourly rate quartile at Style Acre in 2017, 2018, 2019, 2020, 2021 & 2022:

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
2019	77.9	85.7	87.0	82.3
2020	80.0	85.4	87.7	82.9
2021	84.3	91.2	81.4	74.5
2022	78.7	95.5	74.2	83.1

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?

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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 2022 (according to April 2022 figures) was 9.7%. 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- Gender-Pay-Gap.Service.gov.uk (2022):

Organisation	Median Gender pay gap reported in 2021/2022 (to one decimal place)	Description
Autism at Kingwood	2% in favour of men	In this organisation, women earn 98p for every £1 that men earn when comparing median hourly pay
Dimensions	2% in favour of men	In this organisation, women earn 96p for every £1 that men earn when comparing median hourly pay
United Response	1.% in favour of women	In this organisation, women earn £1.01 for every £1 that men earn when comparing median hourly pay
Royal Mencap Society	0.4% in favour of men	In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay.

The data in table 4 above shows that there is still more to be done by Style Acre as although our median gender pay gap is 0%, we are not able to report a positive gender pay gap in favour of women. This is important as it shows recognition of the high proportion of women employed by Style Acre, compared to men, and within the Health and Social Care Sector in general, bolstering Style Acre as an employer of choice.

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 5.6%, 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 less women proportionally in high-paying roles. This is also an increase from 2021 of 4.9%, showing the mean earnings of men at Style Acre compared to women's have increased. This could however be due to more diversification within the middle management roles within Style Acre. Having previously been a female dominated role within Style Acre, more male Support Managers have been put into post since the previous Gender Pay Gap snapshot was taken on 5th April 2021.

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In April 2022, Style Acre employed 52 men and 304 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?

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 5th April 2022.

Signed: