

Style Acre

Supporting people with learning disabilities



The National Position

“In 2021, the gap among full-time employees was 7.9%, up from 7.0% in 2020. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019” –
ons.gov.uk

Style Acre Gender Pay Gap Report April 2021

Style Acre's workforce was captured and analysed on 5th April 2021. 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 £11.01
- The mean hourly rate of pay for female full-pay relevant employees was £10.46
- There is therefore a 4.9% mean gender pay gap (rounded to one decimal place)
- The median hourly rate of pay for male full-pay relevant employees was £9.48
- The median hourly rate of pay for female full-pay relevant employees was £9.76
- There is therefore a 2.9% median gender pay gap (rounded to one decimal place) in favour of women.
- 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 84.3% females and 15.7% males (rounded to one decimal place)
- The second quartile containing the second lowest pay rates within the charity, consisted of 91.2% females and 8.8% males (rounded to one decimal place)
- The third quartile containing the second highest pay rates within the charity, consisted of 81.4% females and 18.6% males (rounded to one decimal place)
- The final quartile containing the highest pay rates within the charity, consisted of 74.5% females and 25.5% 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 Acree's Gender Pay Gap Reports from

Table 1 – Comparing the mean & median hourly rates for males and females at Style Acree:

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)
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

Table 2 – Comparing the percentage of males in each hourly rate quartile at Style Acree:

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
2018	18.5	19.8	7.4	23.2
2019	22.1	14.3	13.0	17.7
2020	20.0	14.6	12.3	17.1
2021	15.7	8.8	18.6	25.5

Table 3 – Comparing the percentage of females in each hourly rate quartile at Style Acree:

Year	% of females in first quartile containing	% of females in second quartile containing	% of females in third quartile containing	% of females in final quartile containing
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	lowest pay rates	second lowest pay rates	second highest pay rates	highest pay rates
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

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 2021 was 10.2%. Style Acre's median gender pay gap is 2.9% in favour of women.

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 (2021):

Organisation	Median Gender pay gap reported in 2020/2021 (to one decimal place)	Description
Style Acre	2.9% in favour of woman	Women each £1.03 for every £1.00 that men earn when comparing median hourly wages.
Autism at Kingwood	0%	Women each £1.00 for every £1.00 that men earn when comparing median hourly wages.

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Dimensions	1.9% in favour of men	Women each £1.00 for every £1.09 that men earn when comparing median hourly wages.
United Response	0.1%	Women each £1.00 for every £1.00 that men earn when comparing median hourly wages.
Royal Mencap Society	0%	Women each £1.00 for every £1.00 that men earn when comparing median hourly wages.

The data in table 4 demonstrates that Style Acre's gender pay gap favours women slightly more than competitors. In a sector such as Health and Social care where women make up approximately 86.5% of the workforce (OECD), organisations should be striving for a gender pay gap which favours women. In this respect, Style Acre is a leader in women's pay in the Oxfordshire Health and Social Care sector. This ultimately should benefit areas which have become particularly challenging for the sector since COVID-19, such as recruitment and retention of support workers and could help attract more female employees to the organisation.

While Style Acre has a median gender pay gap of 2.9% in favour of women, there is a mean gender pay gap of 4.9% in favour of men, 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 which is exemplified by the quartile data. Men are represented at slightly more than 25% in the quartile containing highest pay rates despite making up only 17.15% of the entire population of the organisation.

In April 2021, Style Acre were employing 70 men and 338 women. When looking at the quartile data, it's important to take into consideration that support workers make up the majority of the Style Acre workforce and are a role which is predominantly filled by woman in the organisation. They also have the lowest hourly rates within the organisation which explains why there is such a high percentage of women in the lowest and second lowest pay rate.

What does this data mean for Style Acre?

While Style Acre's median gender pay gap does compare favourably to other similar organisation, the charity does recognise that there is still work to be done in closing the mean gender pay gap of 4.95%. Although this has reduced significantly in the past year, Style Acre remains committed and diligent in working towards the goal of at least 0% mean and median gender pay gap.

As the Chief Executive of Style Acre, I confirm that the published information is accurate and a true reflection of the charity's workforce on the snapshot date of 5th April 2021.

Signed:

Patron - Sinead Cusack Vice Patron - John Craven OBE
Charity No. 1101226 Company Limited by Guarantee. Registered in England No. 4906985
Registered Office: The Old Coroner's Court, 1 London Street, Reading RG1 4QW

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