



The National Position

"The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2023 it stands at 7.7%. The gender pay gap has decreased across all major occupational groups between 2022 and 2023." – ons.gov.uk

Style Acre Gender Pay Gap Report April 2023

Style Acre's workforce was captured and analysed on 5th April 2023. 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 £11.73
- The mean hourly rate of pay for female full-pay relevant employees was £11.74
- There is therefore a -0.1% mean gender pay gap (rounded to one decimal places)
- The median hourly rate of pay for male full-pay relevant employees was £10.80
- The median hourly rate of pay for female full-pay relevant employees was £10.83
- There is therefore a -0.3% median gender pay gap (rounded to one decimal places)
- 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 82.8% females and 17.2% males (rounded to one decimal place)
- The second quartile containing the second lowest pay rates within the charity, consisted of 79.6% females and 20.4% males (rounded to one decimal place)
- The third quartile containing the second highest pay rates within the charity, consisted of 75.0% females and 25.0% males (rounded to one decimal place)
- The final quartile containing the highest pay rates within the charity, consisted of 88.2% females and 11.8% 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.



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%
2023	£11.73	£11.74	-0.1%	£10.80	£10.83	-0.3%

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

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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	14.6	12.3	17.1
2022	21.3	4.5	25.8	16.9
2023	17.2	20.4	25.0	11.8

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
2023	82.8	79.6	75.0	88.2

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.

According to the Office of National Statistics, there remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years. Age causes much variance in the data age gap data gathered nationally. Although it is not a parameter explored in this analysis, it is something to bare in mind.

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 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 2022/2023 (to one decimal place)	Description
Dimensions	2.5% in favour of men	In this organisation, women earn 96p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.5% lower than men's.
United Response	0%	In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.
Royal Mencap Society	0%	In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

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The Order of St John's Trust	2.5% in favour of men	In this organisation, women earn 97p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 2.5% lower than men's.
Brandon Trust	0.08% in favour of women	In this organisation, women earn £1.01 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.8% higher than men's.

The data in table 4 above shows Style Acre is strongly positioned in terms of its direct competitors, with a 0.3% median gender pay gap 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.

In April 2023, Style Acre employed 69 men and 302 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. From 2022, the proportion of female employees in the two upper quartiles of the organisation has increased by 5.9% which likely accounts to the positive steps that we have made since 2022 in terms of achieving a favourable pay gap reflective of our workforce.

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 continue to ensure that our pay gap is reflective of our workforce demographic.

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 2023.

Signed: