

# Gender Pay Statement 2018/19

## 1. Introduction

This is the second year of statutory gender pay reporting by organisations with more than 250 staff.

The analysis is based on salaries paid in April 2018. Employers have until 4<sup>th</sup> April 2019 to publish their data on the government Department for Equalities website, together with a narrative explaining how they will seek to reduce any pay differences. This must also be placed on the employer’s website for a minimum period of 3 years.

- **Pay Data**

The gender pay data for 2018 is shown below, compared with 2017. The calculations are based on headcount, rather than fte.

The mean pay gap has reduced since last year by 1.16% to 9.14%. However, the median pay gap has increased by 1.4% to 15.0%

	2018	2017	Change			
Mean Pay Gap	9.14%	10.3%	-1.16%			
Median Pay Gap	15.0%	13.6%	+ 1.4%			
Gender pay by Quartile	Males	Females	Males	Females	Females	
Lower	18.2%	81.8%	19.6%	80.4%	+1.4%	
Lower Middle	15.7%	84.3%	23.8%	76.2%	+8.1%	

Upper Middle	30%	70%	31.5%	68.5%	+1.5%
Upper	39%	61%	36.6%	63.4%	-2.4%

We have defined pay scales for each of our roles, which means that male and female staff receive the same pay for doing the same job.

The table below shows the recipients of the top 20 and top 50 salaries by gender. Also shown is the CEO's salary expressed as a multiple of Nugent's male and female average salaries, and of Nugent's lowest salary. For example, the CEO earns 3.61 times the average male salary.

	2018		2017	
<b>Highest salaries paid to:</b>	<b>Males</b>	<b>Females</b>	<b>Males</b>	<b>Females</b>
Top 20 highest salaries*	11	17	10	13
Top 50 highest salaries*	43	63	36	60
<b>Salary multiples</b>	<b>Male average</b>	<b>Female average</b>	<b>Male average</b>	<b>Female average</b>
CEO to average	3.61	3.97	3.43	3.82
CEO to lowest	5.65		5.45	

\* more than one person may receive the same salary, so the totals do not equate to 20 and 50

### **3. Addressing the Pay Gap**

**It is pleasing to see that the mean pay gap has reduced in comparison with 2017, and the proportion of female staff in the Lower and Upper Middle Quartiles has increased. The proportion of female staff receiving the top 20 highest salaries has also increased (to 60.7% from 56.5%).**

The median pay gap has widened, as a consequence of a small number of male appointees to senior posts within Nugent prior to April 2018. We continue to monitor our recruitment and selection processes to ensure that they are free from bias. Four of the six most senior posts in the organisation are held by women.

The continuing issue which we face in addressing the gender pay gap is the tendency for our lowest paid jobs to be performed mainly by female staff. One action that we took this year was to make a proportionately higher annual pay award to staff on our lowest pay grades. This was a retrospective award and therefore does not show in the 2018 pay data. We expect to see a positive effect on next year's gender pay gap.

In 2019-20, we will place greater focus on succession planning, to identify both male and female staff with career aspirations and provide support for them to develop their skills and knowledge.

We will continue to provide Supervisory skills training and a Leadership Development Programme and ensure that these are equally accessible to male and female staff.

As part of a general review of our policies and procedures, we will make sure that all staff are aware of the process for requesting all types of flexible working, with the aim of making it easier for staff to combine work and family responsibilities.

We will utilise the Department of Health and Social Care's national recruitment campaign to make careers in social care more attractive to male applicants.

### **4. Summary**

Our gender pay gap has decreased at the mean in comparison with last year, and there are proportionately more female staff in the Lower Middle and Upper Middle pay quartiles. We continue to employ more female staff than male staff in management roles. Our gender pay gap continues to be a consequence of our lowest paid roles being predominantly performed by women.

We will continue to address the gender pay gap by reviewing our candidate attraction strategy, and ensuring that any barriers to career development are identified and removed. Actions that we have already taken to address low pay should have a positive effect on next year's figures.