

Carr Gomm
Gender Pay Gap Report
2020/21

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1. Foreword

I am pleased to introduce the fourth Gender Pay Gap Report for Carr Gomm and also pleased to confirm that we do not have a significant pay gap between men and women. In a female dominated sector, we are reporting a mean gap of -2.83% and a median of 0%

But pay equality is just one part of our commitment to Equality, Diversity and Inclusion, which underpins our values, our care and who we are as an organisation

Our colleagues work tirelessly to transform the lives of people we support and we are committed to ensuring an equality of opportunity in the workplace, regardless of an individual's gender, sexual orientation, gender reassignment, disability, age, race, religion or belief, marriage and civil partnership, pregnancy and maternity.

Lucy Wren

Chief Executive

2. Gender Pay Gap and Equal Pay

As Carr Gomm has over 250 employees we are required by Government Regulations to publish details of our gender pay gap. This data is depicted as a snapshot of all colleagues at the end of Q4 2020. For the purposes of this report, the snapshot encapsulates data from colleagues employed at Carr Gomm from 31 March 2020 – 4 April 2020. It is important to note that, during this snapshot Carr Gomm were paying employees in line with the Scottish Living Wage (SLW) of £9.30 per hour; this was increased in April 2021 to £9.50 per hour to continue to be in line with the SLW.

The differences between Gender Pay Gap and Equal Pay are imperative when understanding the Gender Pay Gap analysis. By analysing the Gender Pay Gap, the difference in average earnings between women and men can be examined as collective entities of data. Therefore, an emphasis on cultural and structural inequalities within an organisation can be depicted, as opposed to a focus on “*equal pay for equal work*”. The term “*equal pay*” is an entitlement for the same wage as someone else doing work of equal value; this is often, but not exclusively, a gender issue. The Gender Pay Gap notes the importance of reporting such issues, but also highlights the importance of other inequalities within an organisation.

3. Summary of Data

3.1. Gender Pay Gap

The data below depicts a “snapshot” of Carr Gomm employees, who were employed between 31 March 2020 and 4 April 2020, as a representation of the end of year Q4 figures.

Carr Gomm is made up of 903 women and 288 men based on ‘total relevant employees’ as outlined by the Government Equalities Office (see *table 1*). This means that Carr Gomm’s workforce is 75.8% women and 24.2% men. The female:male ratio equates at 1:0.3; per each relevant female colleague, Carr Gomm has 0.3 relevant male colleague.

Females	903	75.8%
Males	288	24.2%
Organisation Total	1191	

Table. 1

The analysis depicts that Carr Gomm’s gender gap by *mean* difference is -2.83% (mean average = sum of earnings / number of colleagues). When observing *median* difference it is seen to be 0% (median value = {n+1} / 2). This is expressed as a percentage of male colleagues’ earnings (see *table 2*).

As a result, women’s mean hourly rate is 2.83% higher than men’s hourly rate. When broken down further, women earn £1.03 for every £1 that men earn.

Female hourly rate is 0% lower than the male hourly rate. This means that, when comparing median hourly rates, women earn the same as men.

<u>FT Female Mean</u>	<u>£10.54</u>	<u>FT Mean Gender Pay Gap</u>	<u>- 2.83%</u>
<u>FT Male Mean</u>	<u>£10.25</u>		
<u>FT Female Median</u>	<u>£9.30</u>	<u>FT Median Gender Pay Gap</u>	<u>0%</u>
<u>FT Male Median</u>	<u>£9.30</u>		

Table. 2

3.2. Gender Bonus Gap

Carr Gomm does not offer a bonus system, or additional management allowances. Therefore, there is no data to depict the difference between the full time equivalent average bonus of men and women.

3.3. Quartiles

When analysing the data, it is vital to fully understand any disproportionate differences in pay when observing pay quartiles. The table below highlights gender population by quartile, when observing Carr Gomm's organisational pays structure (see table 3).

	Quartile Gender Population				Population Total
	Female		Male		
All	903	75.8%	288	24.2%	1191
Upper Quartile	203	68.1%	95	31.9%	298
Upper Middle Quartile	275	92.3%	23	7.7%	298
Lower Middle Quartile	287	96.3%	11	3.7%	298
Lower Quartile	138	46.5%	159	53.5%	297

Table. 3

The quartile figures demonstrate that we have more women than men across all four quartiles and this can perhaps be explained due to the sector that we are in and the prevalence of women in roles across the board. It is interesting to note that when observing female and male pay as separate entities, there is a marginal different in the upper quartile only.

The figures for the percentage of females and males in each quartile have remained steady across the reporting of the Gender Pay Gap (see table 4). However, it can be depicted that the number of females within the Upper Quartile has reduced with a greater percentage within the Upper Middle, Lower Middle and Lower Quartiles. Therefore, this shows that the number of men in management roles has increased.

	2020/2021		2018/19		2017/2018	
	Female	Male	Female	Male	Female	Male
Upper Quartile	68%	32%	73%	27%	74%	26%
Upper Middle Quartile	92%	8%	72%	28%	80%	20%
Lower Middle Quartile	96%	4%	81%	19%	75%	25%
Lower Quartile	47%	53%	79%	21%	75%	25%

Table. 4

When comparing the quartile gender population, and quartile gender pay, we can depict that although the distribution across quartiles differs and is not representative, the average hourly pay across those quartiles is representative (see table 5).

	Quartile Gender Pay (hourly pay average)	
	Female	Male
All		
Upper Quartile	£9.30	£9.30
Upper Middle Quartile	£9.30	£9.30
Lower Middle Quartile	£9.80	£9.80
Lower Quartile	£13.92	£13.87

Table. 5

3.4. Comparisons; National and Industry

When comparing to the Office of National Statistics, there are some inferences we can make.

3.4.1. Care Sector – Average wage

Within the Care Sector, on average, women make 1.8% less than men despite holding 82% of the jobs; this equates to an average salary of £9.94 per hour for women and £10.12 for men. Carr Gomm's *mean* average exceeds the industry average for both female and males. With women earning 2.83% more than men (see figure 1). This is due to Carr Gomm employing a proportionately higher number of women in Management, and Senior Management roles.

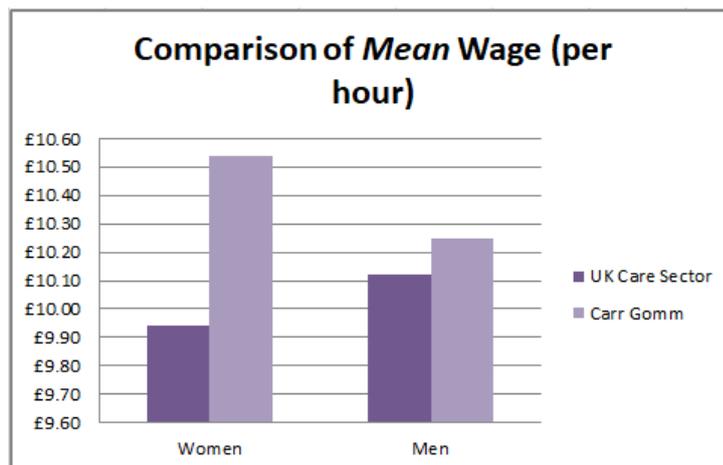


Figure. 1

3.4.2. Gender Pay Gap

Scotland's Gender Pay Gap (2019/2020) equates to 14.4% which is lower than the UK average of 15.5%. Carr Gomm's *mean* percentage is significantly less than that national statistics (see figure 2). It is important to note that all

organisations should be aiming for a Gender Pay Gap figure of 0%; when analysing figure 2 we can see that Scotland's Gender Pay Gap is closer to 0% when compared to the UK as a whole. However, Carr Gomm's Gender Pay Gap of -2.83% is an exemplary example of what other organisations in Scotland and the wider UK should be aiming for. However, we do acknowledge that improvements can always be made and we should strive to continue to produce such results, and fully understand inequalities situated within culture and structure.

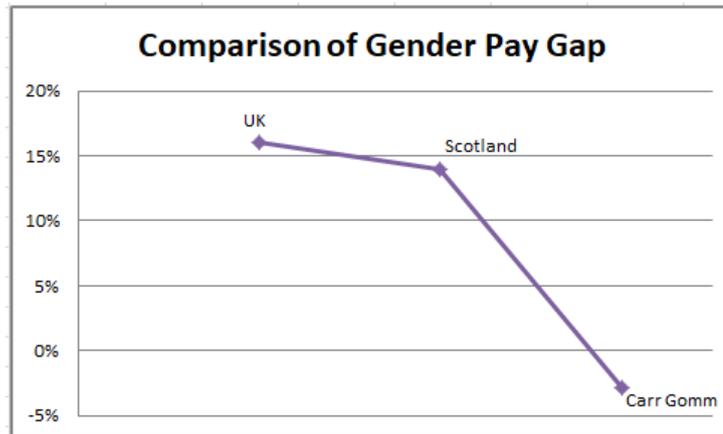


Figure. 2

3.4.3. Care Sector – Gender Distribution

The Fair Work in Scotland's Social Care Sector (2019) report highlights that the Social Care Sector is predominantly female, with women making up 83% of the sector. Although Carr Gomm colleagues are predominantly female (76%), we have above industry averages for male colleagues (*see figure 3*). Whilst there is still a need to remove barriers for men to begin a career within Social Care, Carr Gomm is going beyond the sector expectations. This could be due to a number of reasons; for example, Carr Gomm offer enhance paternity leave.

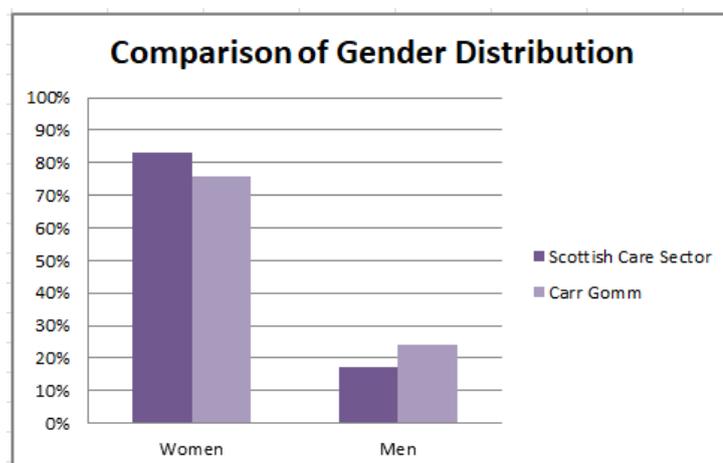


Figure. 3

4. **Additional Commentary**

The gender pay gap for the whole economy is 15.5% (*mean*), while in the not-for-profit sector it is 7% (*median*). At -2.83%, our *mean* gender pay gap is therefore significantly lower than both. This is still the case when reporting our *median* gender pay gap at 0%. It is interesting to note that more than half of not-for-profit organisations have a gender pay gap below 3.5%; Carr Gomm is in line with this figure (*see figure 4*).

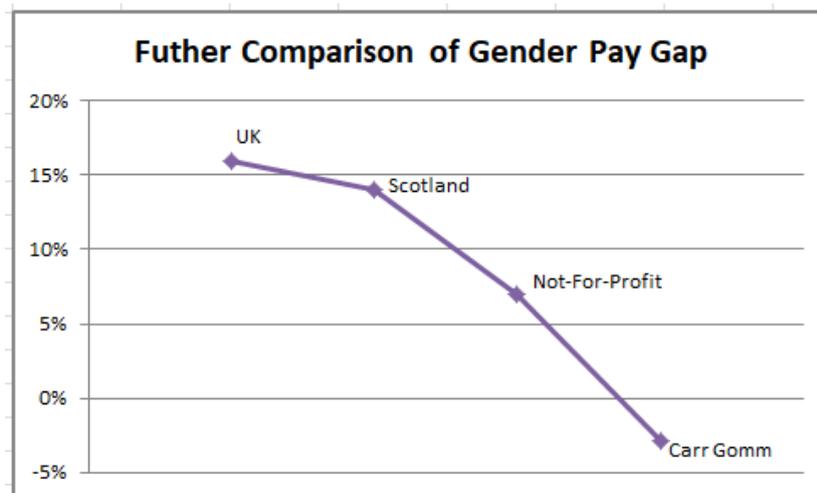


Figure. 4

Carr Gomm is committed to equality as demonstrated by our pay policies which ensure that we pay employees equally for the same or equivalent work regardless of their sex (or any other protected characteristic as defined in the Equality Act 2010). However, the gender pay gap exercise is not just about equal pay, but it is also about the commitment to making sure that any cultural and or structural inequalities, which can exist in organisations, are identified and addressed.