

Carr Gomm
Gender Pay Gap Report
2023/2024

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1. Foreword

I am pleased to introduce the 2023/24 Gender Pay Gap Report for Carr Gomm and pleased to confirm that we do not have a significant pay gap between men and women.

However, 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 2023. For the purposes of this report, the snapshot encapsulates data from colleagues employed at Carr Gomm on 04 April 2022.

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 jobs”*.

Reporting remains vital for the following reasons¹:

1. To show commitment to achieve gender equality.
2. To maintain continuity in the reported data
3. To assess the effectiveness of action plans implemented to reduce gaps.
4. To maintain an open approach to pay management.
5. To recognise the trends towards greater pay transparency
6. To continue to acknowledge the benefits of closing the gender pay gap.
7. To address the unequal impact of socio-economic issues, such as COVID, on earnings
8. To respond to the growing focus on environmental, social and governance issues

¹ CIPD – Gender Pay Gap reporting and the COVID-19 Pandemic - https://www.cipd.co.uk/Images/gender-pay-gap-reporting-guide_tcm18-107746.pdf.

3. Summary of Data

3.1 Gender Pay Gap

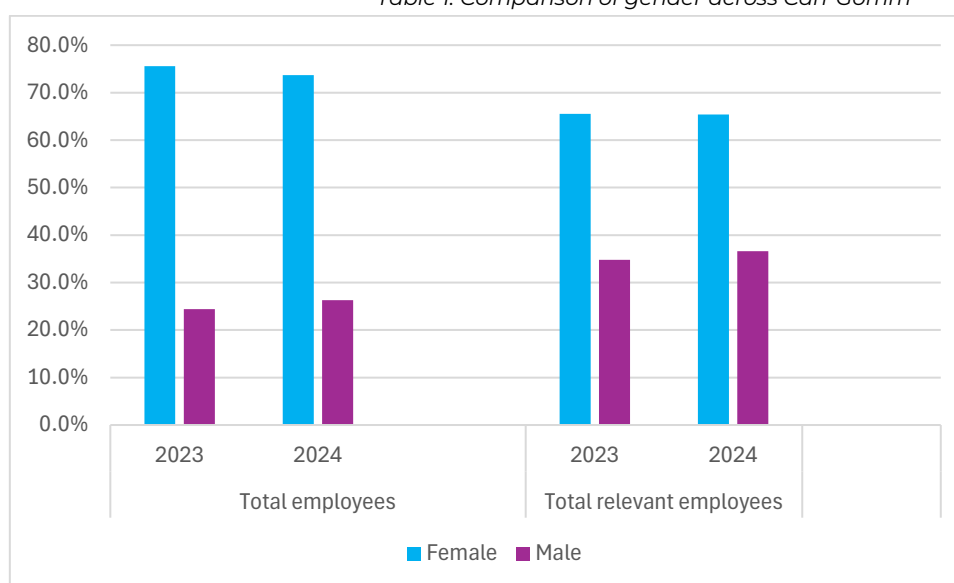
The data below depicts a “snapshot” of Carr Gomm employees, who were employed on 04 April 2023, as a representation of the start of Q1 figures.

Carr Gomm comprises of 914 women and 326 men, with 306 women and 162 men qualifying as ‘total relevant employees’ (full-time employees) as outlined by the Government Equalities Office (see table 1). This means that Carr Gomm’s workforce is 73.7% women and 26.3% male, whilst full-time employees equate to 65.4% women and 34.6% men. There are no significant changes to the percentages when compared to the 2023 GPG report, despite the increase in headcount of 22 (see graph 1).

The female: male ratio equates at 1:0.35; per each female colleague, Carr Gomm has 0.3 male colleagues. Whilst the total relevant employee, female: male ratio equates to 1:0.5. We can note here that a higher percentage of women remain in part-time, or relief roles compared to men. There are no changes to the ratios when compared to 2022 resulting in a trend from previous years.

	Total Employees April 2023		Total Relevant Employees April 2023	
Females	914	75.6%	306	65.2%
Males	326	24.4%	162	34.8%
Organisation Total	1240		468	

Table 1. Comparison of gender across Carr Gomm



Graph 1. Comparison of gender split across 2023 and 2024.

The analysis depicts that Carr Gomm's mean gender gap is -4.6% whilst the median gender pay gap is -2.97%, calculated using total relevant employees. This is expressed as a percentage of male colleagues' earnings (see table 2). As a result, women's mean hourly rate is 4.6% higher than men's hourly rate. When broken down further, women earn £1 for every £0.95 that men earn. This is likely due to several reasons, mainly:

- Carr Gomm has more female colleagues (both relevant, and total employees) in management positions, thus receiving a higher salary.
- Carr Gomm's practitioners are paid on a scale (SP1, SP2 and SP3) which is a result of qualification (SVQ) and experience within the care sector, more women than men are on the SP2 and SP3 scales.

However, it can be concluded that this gap has closed significantly from the previous year.

Male hourly rate is 2.97% lower than the female hourly rate. This means that, when comparing median hourly rates, women earn more than men. This shows there has been a change in the percentage of men and women in each hourly pay quarter (see table 4).

<u>FT Female Mean</u>	<u>£12.95</u>	<u>FT Mean Gender Pay Gap</u>	<u>-4.6%</u>
<u>FT Male Mean</u>	<u>£12.35</u>		
<u>FT Female Median</u>	<u>£11.77</u>	<u>FT Median Gender Pay Gap</u>	<u>-2.97%</u>
<u>FT Male Median</u>	<u>£11.43</u>		

Table 2. Comparison of mean and median gender pay gap 2023/24

Extending beyond the *median* and *mean* hourly pay; it is important to note overall *median* and *mean* salaries when comparing to full-time employees, or *total relevant employees* (see table 3), by gender.

2023/2024	Full-Time Female	Full-Time Male	Full-Time Total
<u>Median Salary (£)</u>	23,006.8	22,355.66	22,681.23
<u>Mean Salary (£)</u>	25,325.92	24,500.32	24,913.12

Table 3. Comparison of mean and median annual salary of total 'relevant' employees 2023/24

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 bonuses 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 (see table 4 and table 5). The table below highlights gender population by quartile, when observing Carr Gomm's organisational pay structure.

	Quartile Gender Population (total relevant employees) 202/24				Population Total
	Female		Male		
All	306	65.4%	162	36.6%	468
Upper Quartile	92	78.6%	25	21.4%	117
Upper Middle Quartile	77	65.8%	40	34.2%	117
Lower Middle Quartile	95	81.2%	22	18.8%	117
Lower Quartile	42	35.9%	75	64.1%	117

Table 4. Gender comparisons of quartile pay brackets for total relevant employees– 2023/2024

	Quartile Gender Population (total Carr Gomm employees) 2023/24				Population Total
	Female		Male		
All	915	73.7%	327	26.3%	1242
Upper Quartile	218	75.6%	87	24.4%	311
Upper Middle Quartile	236	74.5%	68	25.5%	310
Lower Middle Quartile	228	78.1%	76	21.9%	310
Lower Quartile	240	66.6%	65	33.4%	311

Table 5. Gender comparisons of quartile pay brackets for all employees – 2023/24

3.4 Comparisons; National and Industry

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

- The 2023 UK GPG showed a gap of 7.7% which has declined from 8.3% in 2022. Trends continue to show that the GPG is declining; over the past

decade it has fallen by $\frac{1}{4}$ in relation to “*relevant employees*” and “*total employees*”².

- Scotland remains ahead of the UK averages, with the 2022 GPG equating to 1.7%, which is the remains lowest gap across the UK apart from Northern Ireland (-3.5%)
- UK care workers and home carers who identify as women earn, on average, £11.82 per hour compared to those who identify as men who earn, on average, £11.79. This means that women earn 0.3% more, on average, than men.
- Compared to Carr Gomm, in April 2023 (when the data was captured), those support practitioners who identified as women earned £21,704 - £23,006 per annum (pro rata) which is based on qualification and experience rather than gender. In 2022, the SVQ was offered proportionally based on gender (see table 6).
- Full-time colleagues who identify as women earned, on average, £12.93 per hour compared to those who identify as men who earnt, on average, £12.35 per hour resulting in women earning 4.59% more (as a percentage difference) based on qualifications and experience, or a GPG of -4.6%.
- Further analysis showed that within Carr Gomm, part-time colleagues who identify as women earnt, on average, £11.65 per hour and part-time colleagues who identify as men earnt, on average, £11.45 per hour resulting in a difference of 1.7%; this shows that there are more women who are qualified with experience than men when in both full time and part time employment with the biggest gap being in part time employment.
- Between 2022 and 2023, Scotland reported the highest decrease in the share of female-led companies among all Home Nations. Carr Gomm remains female led with a female CE plus an equal balance of gender within the executive team.

2023/24	SVQ Total		SVQ Completed		SVQ In Progress		Comparison of total employees	
Female	88	68.2%	53	68.8%	35	66.04%	914	75.6%
Male	41	31.8%	24	31.2%	18	33.96%	326	24.4%

Table 6. Comparison of Carr Gomm's SVQ qualification by gender 2023

² ONS – Employment and Labour Market <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>

4. Additional Commentary

The GPG is calculated using full time employee data (excluding overtime).

GPG is a measurement of percentage difference between men and women's median hourly earnings across the organisation – not a measure of the difference in pay between men and women doing the same job.

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. When shown as a percentage, the gender split is mostly consistent.

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.

5. Actions

Whilst Carr Gomm shows a Gender Pay Gap of -4.6, this figure has decreased since 2022/2023 report. Women continue to be paid more per hour than men but the hourly rate for men has increased at a quicker rate and as a result has closed the difference. Although Carr Gomm are either in line, or significantly above average regarding the statistics provided by the ONS, there remains a gap. This can be attributed to several factors, including:

- The workforce is predominantly female which means that the greater number of qualified workers are women who as a result will be receiving an enhanced pay rate.
- In Carr Gomm, there are 45 full-time women in “management” positions from service manager to chief executive, compared to 15 full-time men.

Carr Gomm’s aim is to create, promote and encourage equality so that the *mean* percentage difference narrows closer to 0%. The strategies in place have proven to do so given the drastic change since the last report. Carr Gomm will continue to review processes and practices to ensure that we remain inclusive, including:

- Identifying and reporting on nationality and ethnicity data to identify the effects of these factors on the Gender Pay Gap, and what measures need to be implemented to reduce any negative effects.
- Identify any gender specific benefits to highlight the benefits of these; for example, encourage shared parental leave and review family leave entitlement.
- highlighting the benefits of working for Carr Gomm as an individual, including opportunities for career development and progression.