



# Gender Pay Gap Report

Snapshot date 5 April 2022



## Background

As part of the Equality Act 2010 Regulations 2016 any employer with 250 or more employees is required to publish statutory calculations each year, to highlight the differences in pay between their male and female employees. Under the regulations Bield is required to report our calculations annually on the government's official website, [GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](http://GOV.UK - GOV.UK (gender-pay-gap.service.gov.uk)).

## What is the Gender Pay Gap?

Simply put the gender pay gap is an equality measure which shows the difference in average pay of all men and women in a workforce. The regulations require Bield to calculate the gender pay gap in hourly pay and report against the following key measures.

<b>Mean Gender Pay Gap</b>	The difference between the average hourly rate of a male and a female employee.
<b>Median Gender Pay Gap</b>	The difference between the midpoints of the ranges of pay for male and female employees.
<b>Pay Quartiles</b>	The proportion of male and females in each pay quartile.
<b>Bonus Proportions</b>	The proportion of male and females who received bonus pay during the relevant period. Please note this will be a nil return for Bield.
<b>Mean Bonus Pay Gender Gaps</b>	The difference between the average bonus pay paid to male employees and female employees. Please note this will be a nil return for Bield.
<b>Median Bonus Gender Pay Gap</b>	The difference between the midpoints bonus pay paid to male employees and female employees. Please note this will be a nil return for Bield.

The measures are expressed as a percentage of men's earnings. A positive figure means that females, on average, are paid less than males. A negative figure means that females, on average, are paid higher than males.

## What is it not?

The gender pay gap is not the same as equal pay. Equal pay is set out by law. It requires employers to give men and woman equal treatment in their pay and terms and conditions of employment if they are employed to do:

- 'like work' – work that is the same or broadly similar
- Work rated as equivalent under a job evaluation exercise
- Work found to be of equal value in terms of effort, skill or decision making.

The salary structure within Bield has ensured that salaries are consistent across the grades and roles, regardless of gender as all roles are mapped to a salary scale,



Bield Housing and Care supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic. This report fulfils Bield's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

**Gender Pay Gap Report (2022): Declaration:**

This is the Gender Pay Gap Report for Bield Housing and Care using the snapshot date of 5 April 2022. These figures have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Information) Regulations 2016.

**Lynne Douglas**  
**Chief Executive**

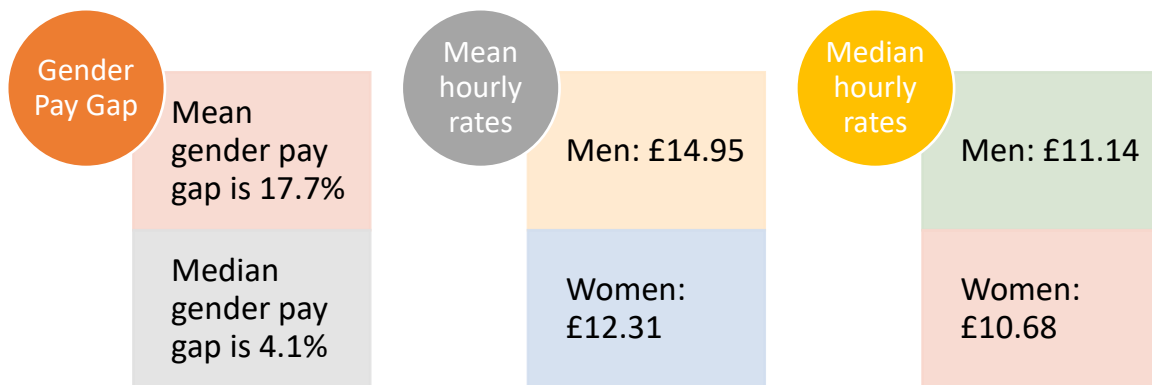
**Nicola Ritchie**  
**Director of People and OD**



## Gender Pay Gap Analysis

### Key Figures

#### Gender Pay Gap



The figures show

- A mean gender pay gap of 17.7% (2021 20.97%)

The mean gender pay calculation has shown Bield to have a difference of 17.7% between male and female average hourly rates of pay. It is a positive number which shows that the average hourly rate female of female workers (£12.31) is less than the average hourly rate of male workers (£10.68).

- A median gender pay gap of 4.1%. (2021 7.3%)

The median gender pay gap shows the difference between the median hourly rate of pay for female workers (£10.68) is less than the median hourly rate of pay for male workers (£11.14).

We are pleased to see that our mean and median gender pay gap have reduced from 20.97% and 7.3% respectively in comparison to our previous report in 2021. We also note that our median gender pay gap of 4.1% is lower than the UK average which is currently 14.9% (Office of National Statistics 2022)<sup>1</sup>

<sup>1</sup> [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)



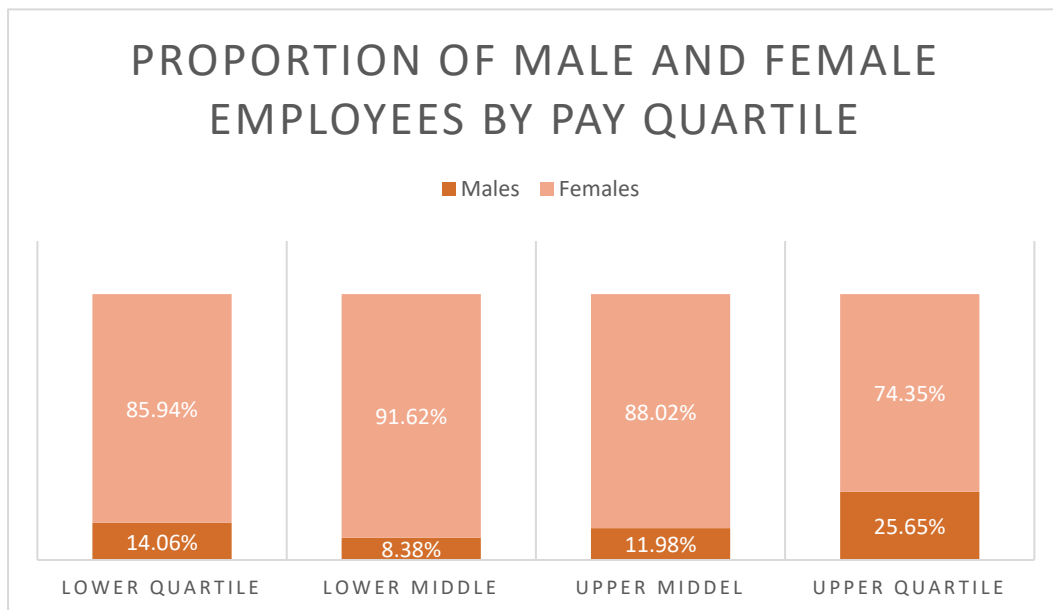
## Bonus Payments

As a not for profit organisation Bield do not pay employees bonuses, therefore there is nothing to report in regards to mean and median bonus gender pay gap or proportion of men and women receiving a bonus payment.

## Pay Quartiles

To better understand how the grade balance impacts pay we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from lowest to highest and then grouped into 4 equal quartiles

The proportion of males and females in each pay quartile band is shown in the table below. There is a consistent proportional split of males and females across the “lower”, “lower middle” and “upper middle” pay quartiles in Bield. The ‘upper’ pay quartile has a higher proportion of male employees than the other pay quartiles.



## Understanding the figures

Bield employs significantly more female than male employees. Women represent 85% of workforce overall and are well represented at all levels in Bield, including the most senior. At the snapshot date for reporting our Senior Management Team was exclusively female. In addition female employees are well represented at Head of Service level (58%).



The composition of our workforce reflects the proportion of women employed in frontline positions in our services and developments.

- 85% of the workforce is female with 78% of our predominantly female workforce employed in positions which fall within the three lower pay quartiles.
- 15% of the workforce is male with 62% of our male employees employed in positions which fall within the two higher pay quartiles.

This is broadly representative of the makeup of the workforce across the sector. The gender pay gap is linked to the high proportion of females employed in frontline roles in our services and developments, which are generally lower paid.

If we take the time to look at the mean and median pay gaps by Pay Quartile we learn that:

- Both the mean and median pay gap in the 'lower quartiles' is 0% due to support staff having a set annual salary in line with the Scottish Living Wage (SLW) rate of pay. Therefore the mean and median pay for males and females was c£9.90 per hour.
- The mean and median pay gap in the lower middle quartile is -1.84%, this means that in this pay quartile the average hourly rate of women is 1.84% more than male counterparts. The workforce in this quartile comprises mainly of care assistants within our Registered services and the gender pay gap reflects the Adult Social Care rate of pay, which was higher than SLW from 1 April 2022.
- The mean pay gap in the 'upper middle' quartile is -2.02% which means that in this pay quartile, which comprises mostly of Managers of frontline services, that the average hourly rate of women is 2% more than that of males in the same pay quartile.
- The mean pay gap in the 'upper' quartile is 12.4%. The upper pay quartile comprises mostly of office based employees and despite the strong representation of female employees at senior levels of management a gender pay gap exists because of the proportion of males at higher paid salary grades in this pay quartile, often in roles which attract additional monetary benefits i.e. car allowance.



The pay award for 2022-23 was effective from 1 April 2022. The decision to award the highest percentage increase to the lowest paid members of staff had a positive impact on both mean and median gender pay gap figures as anticipated. The continued commitment to improving low pay and maintaining fair pay differentials at the heart of the pay award for 2023-24 will continue to reduce but not eliminate the difference between the average and median hourly rates of pay. In addition the decision to harmonise full time equivalent hours for office and development based employees should result in further improvement over a two year period.

Bield is confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. We remain committed to promoting diversity in the workplace and equal opportunities for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Bield has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic as set out above). This is demonstrated through our defined and published pay scales and job evaluation process. We also have a robust and transparent approach to recruitment, appointing candidates based on performance and competence.

### **What else are we doing about it?**

Firstly, it is important that we create a wider evidence base of data to identify and remove any potential barriers to gender equality. This may include a focus on ensuring our approach to recruitment, promotion and flexible working practices don't create unnecessary barriers for those seeking employment and in particular progression to more senior roles in Bield. Also continued focus on increasing the proportion of male employees, particularly in frontline roles, will create balance within our workforce.

The key areas of focus as we focus on development and implementation our People Strategy in 2023-24 will be

<b>Area</b>	<b>Actions</b>
Recruitment	Bield are committed to monitoring our recruitment and selection processes to ensure that there are no barriers to developing a diverse workforce. We have reviewed our recruitment, selection and induction processes, which will help us to respond effectively to sector based recruitment challenges.
Retention	Bield values the skills and knowledge that our long-serving workforce bring to the organisation and to our customers. It is important that we work hard to retain these employees and all that they bring to Bield.



Development	We will continue to provide professional and personal development opportunities, focussing on the creation of career and skill development pathways to support individual progression.
Flexibility	Enabling and supporting colleagues to achieve a better work/life balance and promoting flexible working will be a focus in the coming year.

Bield will continue to take the gender pay gap seriously and is committed to taking reasonable steps to reduce and ultimately eliminate the gender pay gap but in doing so we also need to be mindful of the wider set of protected characteristics. We recognise that it is unlikely that these initiatives will remove the gender pay gap and it may be several years before some will have any impact at all. In the meantime Bield will report progress annually in line with our legal obligations.