

GENDER PAY GAP REPORT

2020-2021



LANGLEY HOUSE TRUST

A Statement from our CEO



Now we've grown as a Group to more than 250 employees, we will be publishing a gender pay gap report each year to share what this means for us. We have looked at our pay information on the snapshot date of 5th April 2021 and are now pleased to share with you:

- The difference between the mean and median hourly pay rates and bonuses of male and female employees.
- The proportion of male and female employees receiving bonuses in each pay quartile.

TRACY WILD

Chief Executive Officer

“ I am proud to present this report which clearly shows our Group's commitment to achieving consistent pay across genders, and our plans to continue to strengthen our approach. This is part of the Group's ethos and values. ”

OUR VALUES



CHRIST AT THE HEART
OF ALL WE DO



WE SEE YOUR FUTURE,
NOT YOUR PAST



WE WILL LOOK AFTER
THOSE IN OUR CARE



STRONG, PRINCIPLED
AND **FOREVER HONEST**



WE ARE FULL OF
RESPECT FOR
EVERY PERSON

INTRODUCTION

Gender pay gap reporting was first needed for the Group in 2019/20 when the number of staff employed grew to more than 250. On the relevant date this year, the Group had 176 female and 100 male staff.



ASSUMPTIONS

A number of assumptions need to be made in order to calculate the statistics. These include:

- Holiday pay for holiday buybacks for March due to COVID-19 are not included as these are not regarded as usual full pay.
- Holiday pay due to overtime is not included as it is not regarded as usual full pay as overtime is excluded from the definition.
- Deduction in April for a staff member's holiday flat booking was excluded, but the staff member was included as a full pay relevant employee.
- Usual pay included both medical and car allowances where applicable as well as location allowances such as London weighting.
- One-off payments for clothing allowance, which is based on the number of shifts worked in a week, have been included as a bonus alongside monetary gift vouchers, Recognition Award Scheme payments, Covid Hardship Fund payments and a staff bonus payment.
- If a bonus was received by a full-pay relevant employee, and is not related to a time period, the full amount is included in bonuses paid to full-pay relevant employees.
- For Relief Workers who have variable pay, their pay prior to the snapshot date was included in line with the guidelines, therefore the figures do not include the impact of the pay increase effective from 1st April 2021.

WE FOUND THAT...

5%

Mean gender pay gap in hourly pay is 5%:

The Group mean gender pay gap of 5% reflects higher mean hourly pay for males.

-8%

Median gender pay gap in hourly pay is 8%:

The Group median gender pay gap of 8% reflects higher median pay for females.

-14%

Mean bonus gender pay gap: 14%

The Group mean bonus pay gap reflects higher mean bonus pay for females. The difference was impacted by one female opting to take a bonus payment instead of time on sabbatical, and one female received a performance-related bonus.

-54%

Median bonus gender pay gap: 54%

The Group median bonus pay gap reflects higher median bonus pay for females.

All staff working in care services received a clothing bonus this year. 97 females received clothing bonus compared to 50 males, which reflects the higher number of female staff working in care services.

98%

Proportion of males and females receiving a bonus payment:

98% of both males and females received a bonus payment!

Proportion of males and females in each pay quartile: Pay quartiles are based on the Group's pay only. To work out quartile statistics, pay is ranked in order, divided into quartiles for each gender, then the % of males versus females falling into these four parts is measured.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	44%	18%	41%	42%
Female	56%	82%	59%	58%

HOW WE COMPARE

Only a quarter of companies met the initial deadline to report their gender pay gaps this year as the pandemic forced the majority to take advantage of a government extension to the rules. The original deadline to report the figures was 4th April 2021 for the private sector. This was pushed back to October as COVID-19 took its toll on businesses.

As a result, there is limited external comparator data available as yet and little analysis and commentary on this at the time of preparing this report. Meaningful comparable data may be more widely available from October 2021 following the delayed publishing dates for 2019/20 to enable us to carry out a benchmarking exercise.

The gender pay gap reported by the Office for National Statistics (ONS) in November 2020 is a long time series, calculated from the obligatory Annual Survey of Hours and Earnings (ASHE), which samples from all employee jobs in all sizes of companies in the UK. This is different from the gender pay gap based on compulsory reporting for companies with 250 or more employees as reported above but is helpful context.

Of interest is the ONS conclusion that the Coronavirus factors did not have a significant impact on the 2020 gender pay gap figures.

The ONS found that the gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019.

SUMMARY

We are pleased to have narrowed the gender pay gap in the provision of staff bonuses, with an equal proportion of male and female staff recipients this year.

This year demonstrates a widening of both our mean and median hourly pay gaps, with the former favouring males, and the latter sitting higher for females. The mean data is impacted by the fact that a high proportion of our relief staff who earn lower hourly rates are female. Shifts in our staff population have impacted the median hourly pay gap.

Compared to other organisations we are pleased to have collated, interrogated and shared our pay information in a timely manner, meeting the government's deadline.

Our published gender pay gap report last year included actions for continuous improvement during 2021-22 as follows:

- Promotion of the Recognition Award scheme across the Group to reward more staff of both genders and to narrow the small difference in provision between genders.
- Explore our pay quartile gender information to understand the differences and see if any action is needed.

The first of these actions has been addressed, with 98% of males and 98% of females receiving a bonus this year through the distribution of gift vouchers to all staff, payment of a clothing allowance to care staff and some Covid Hardship Fund payments. No specific actions were introduced in relation to pay quartile gender information.

Actions for continuous improvement during 2022-23:

Benchmark against external organisations once comparable data is made available

To attract more males to work in care services

LANGLEY HOUSE TRUST

LANGLEY HOUSE TRUST PO Box 6364 Coventry CV6 9LL
T: 03330 035025 E: info@languleyhousetrust.org Twitter: @LangleyHseTrust
www.languleyhousetrust.org

Registered Charity No. 1146304 Company No. 7888191