

Gender Pay Gap Report 2020



ABILITY · EQUALITY · INDEPENDENCE



At Grace Eyre we are proud of our diversity and ensure that everyone has equal opportunities. We recruit, train and promote on the basis of ability and requirements of the jobs.

As we have over 250 employees we are required to publish information regarding gender pay under the Equality Act 2010.

Our Vision is for a society where people with learning disabilities are respected as equal citizens, are part of and contribute to their communities and where people can fulfil their dreams and wishes.

What is the Gender pay Gap?

The difference in pay between men and women is influenced by a range of factors including the demographics of the workforce. This is different from equal pay which is men and women receiving the same pay for equal or similar roles

We have to show in our report what our median pay is for men and women, as well as the mean.

How we calculate our results:

The **mean** is the average of the numbers. It is easy to calculate: add up all the numbers, then divide by how many numbers there are.

The **quartiles** show the number of men and women in each pay quartile.

The **median** is the middle point of a list of numbers. The median pay difference is the difference between the middle of women's hourly pay rate versus the middle of men's hourly pay rate.



Our Results

Our mean gender pay

Men are paid 4.10% more than women

The national mean pay gap is 15.5%

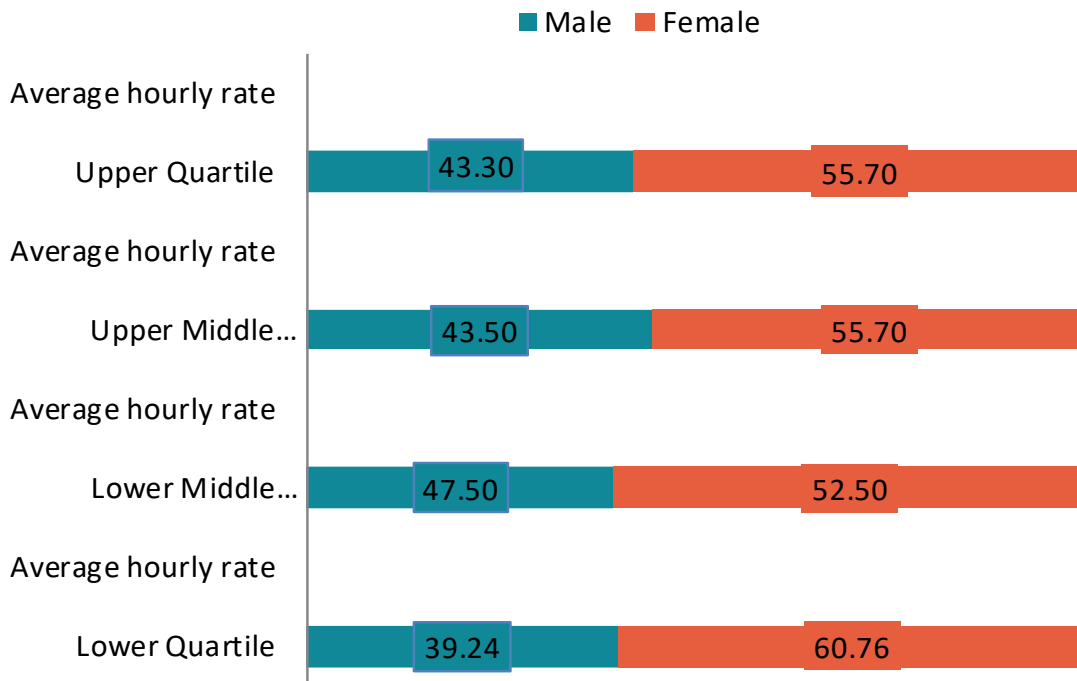
Our median hourly pay for women is the same as men at £9.43 per hour.

The national median hourly pay shows women earn 15.5 % less than men

54% of our management positions are filled by women



Population by pay quartile shown as %



Our Plans

Pay

We will continue to have a transparent pay structure. We do not have pay ranges or bonus payments.

Equality and diversity

We will continue to monitor equalities within the charity and ensure we represent the groups of service users we are supporting.

Recruitment

Appointments to any role and promotions will always be based on merit and no job applicant or employee will be unfairly discriminated against. We will continue to train our managers on the importance of unconscious bias in recruitment and actively seek to give opportunities to people with learning disabilities.

Culture

We will ensure that we continue to focus on family friendly policies and where possible offer flexible and agile working.

Development

We will continue to develop and train our staff, and ensure that everyone has opportunities to grow and develop.



ABILITY · EQUALITY · INDEPENDENCE