

The Together Trust

Gender Pay Gap Report 2023

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We are the Together Trust

At the Together Trust, our vision is a society where people thrive because they are valued within their communities.

For 150 years we've been championing and caring for people with disabilities, autism and complex health needs. And providing life-changing support for looked-after children and care-experienced people.

Today we're one of North West's leading disability charities. We help children, adults, parents and carers, delivering individual care, support and education to thousands of people each year.

Our mission

We champion the rights, needs and ambitions of the people we support - they are at the heart of everything we do. We stand by them and we work together for change.

Our values

Our values shape the way we work. We are:

- **Positive** - We take pride in celebrating the difference we make
- **Professional** - We act in a fair and respectable way that recognises our collective expertise
- **Passionate** - We encourage creative ideas and inspire one another
- **Supportive** - We are considerate and caring towards one another

What is gender pay gap?

Every UK organisation with over 250 employees is required to complete a yearly gender pay report. This report calculates the difference in average pay for women and men, regardless of the nature of their work, across an organisation. This measure is known as a gender pay gap.

The gender pay report does not calculate if women and men in the same or similar roles are on equal pay (for more see calcs explained). The gender pay report does highlight gender percent pay difference across an organisation and if gender percent varies between pay quarters (see page 5).

There are seven calculations in a gender pay report to measure full-pay relevant (see page 14) employees:

- percentage of women and men employed
- percentage of women and men employed per pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of women and men who received bonus pay
- mean (average) gender bonus pay gap
- median gender bonus pay gap

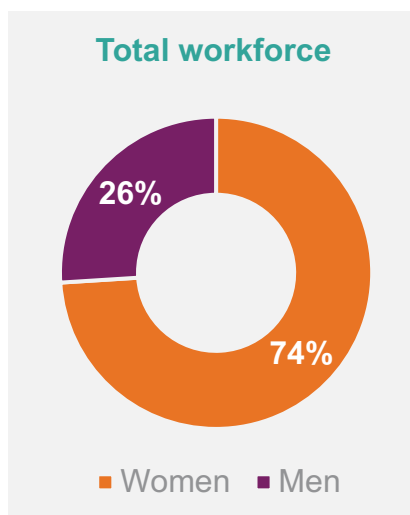
(GOV.UK, 2023)

Our Results

The Together Trust has many different roles and a variety of pay rates. (see our pay structure for more information – page 16)

On 5 April 2023: there were **781** full-pay relevant employees (see page 14), **578** women, **203** men.

Chart: Gender percent of women and men employed 2023



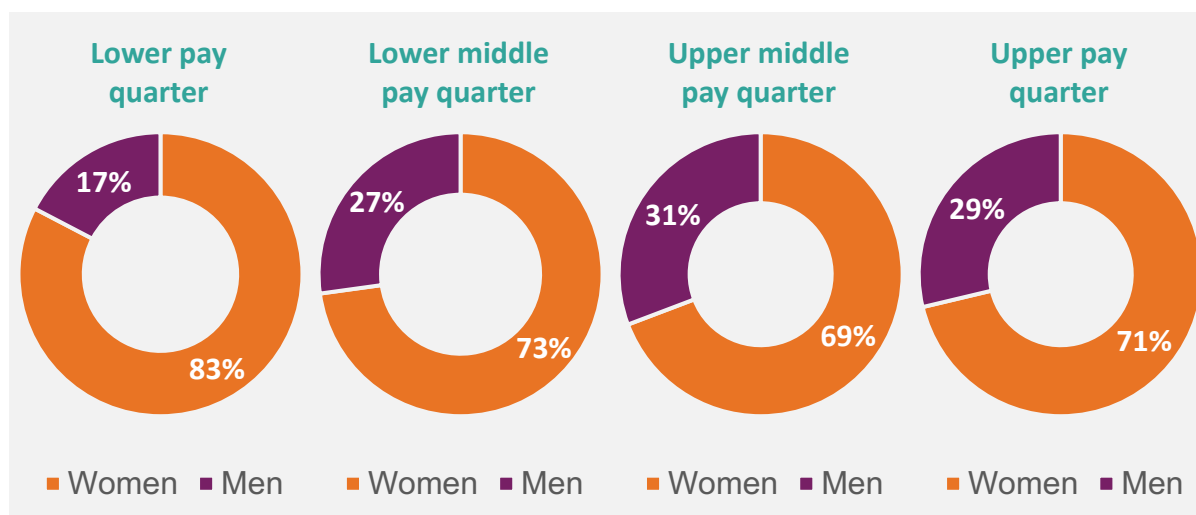
The 2023 gender pay gap information for these 781 people is summarised below.

Chart: Gender pay gap at the Together Trust 2023

	Gender pay gap %	Gender bonus pay gap %
Mean (average)	9.1%	21.89%
Median	0.0%	33.33%

- The mean (average) hourly pay gap is **9.1%**.
- The median hourly pay gap is **0.0%**.
- The mean (average) bonus pay gap is **21.89%**
- The median bonus pay gap is **33.33%**

Chart: Gender percent of women and men employed per pay quartile 2023



Each quartile represents 25% of the workforce, ranked by hourly pay. The pay quartiles are then broken down by gender.

Chart: Percentage of women and men who received bonus pay

	Women	Men
Percentage receiving bonus Pay	13%	12%

Our Analysis

Pay – hourly rate

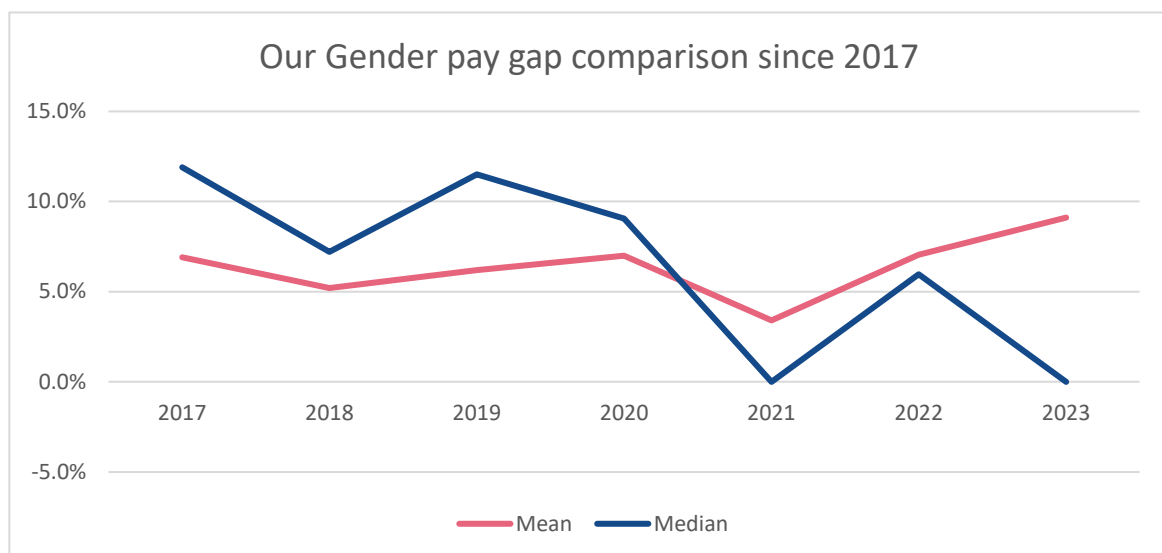
Chart: Gender pay gap at the Together Trust 2023

	Women	Men	Gender pay gap £	Gender pay gap %
Mean (average)	£13.59	£14.95	£1.36	9.1%
Median	£11.86	£11.86	£0.00	0.0%

Our mean gender pay gap is **9.1%**. When comparing mean (average) hourly pay, **men earn £1.36 per hour more than women**. This means for every £1 a man earns, a women earns £0.91

Our median gender pay gap is **0.0%**. When comparing median hourly pay, **men and women earned the same**.

Chart: Our Gender pay gap comparison since 2017



Over 7 years of the Together Trust reporting the gender pay gap, the median has seen changes, upwards and downwards, of more than 5%

year on year most years but does show an overall downward trend since 2017.

The mean has remained more consistent over the years, however 2023 has seen the highest mean gap since reporting started in 2017.

In April 2022 the Trust introduced enhanced pay for working during the weekend; these payment enhancements are made on additional-hours worked as well as hours worked that are part of an employee's contract. Therefore, all additional pay was excluded from the calculation as there was not an accurate way to determine which additional pay should be included and which should not. This has remained the case for 2023.

Changes to the mean since 2022

This year's data shows that the mean pay for men was 9.1% higher than the mean pay for women. This is **an increase of 2.1%** on the mean gender pay gap from our [2022 report](#). This increase is due to changes within the pay quartiles as a higher proportion of men were working in the top two pay quartiles in 2023 when compared with 2022.

Pay quartiles

At the date of reporting there were 578 women and 203 men in the workforce, representing 74% and 26% of the workforce, respectively.

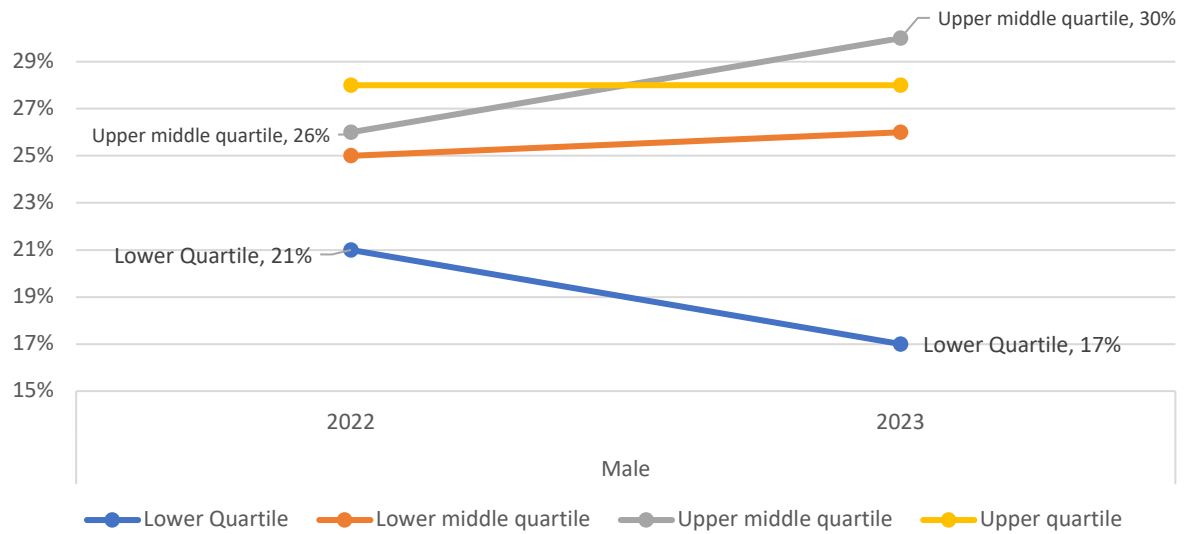
These numbers show little movement in the ratio of women and men in the organisation. These are consistent with Agenda Consulting ¹ benchmarking as the average percentage of women working in social care was 74.7% for 2021.

The percentage of women and men in each pay quartile has changed since the 2022 calculations with a greater proportion of men moving into the upper middle pay quartile and fewer men in the lower pay quartile. Women saw little movement in each pay quartile when compared with 2022. See graphs on the following page.

¹ Agenda Consulting are an organisation that works with Third sector organisations to support with employee engagement and benchmarking studies

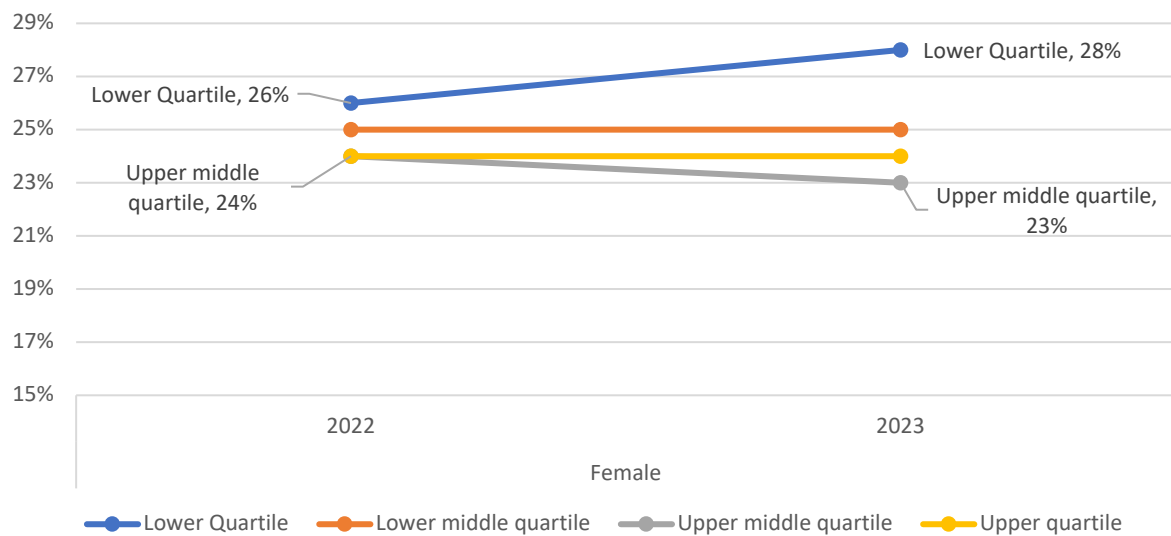
Men's pay: An upwards swing

4% fewer men in the lower quartile in 2023 and 4% more in the upper middle quartile



Women's pay: Slight downwards swing

2% more women in the lower quartile in 2023 and 1% fewer in the upper middle quartile



The quartile with the largest mean hourly pay gap is the upper quartile, which had an average hourly rate for men £2.82 (12.1%) higher than the average hourly rate for women within the quartile.

Like other small to medium sized organisations, which have a relatively small number of male employees, we can see a difference of 1.5% in the mean gender pay gap when we exclude the Chief Executive's (the highest earner) hourly pay when a man holds this position.

The number of full pay relevant employees in the data has increased by 10% compared to 2022.

Changes to the median since 2022

This year's data shows that the median was **0.0%**. This has been a **decrease of 6.0%** compared to last year's median gender pay gap.

These changes can happen as a small percentage of the organisation are men and movements of one or two people from the lower two quartiles to the upper two quartiles can have a large impact.

Our gender bonus pay gap

This year's data shows that the mean bonus pay for men was 21.89% higher than the mean pay for women. This is an increase of 74.84% on the mean bonus pay gap from our 2022 report.

Chart: Our Gender bonus pay gap comparison since 2022

	2021	CHANGE %	2022	CHANGE %	2023
MEAN	-25.8%	-27.15%	-52.95%	+74.84%	21.89%
MEDIAN	0.0%	0.0%	0.0%	+33.33%	33.33%

The Trust operates a bonus scheme to reward a bonus to those members of staff who have achieved long service with the Trust. Employees are awarded an increasing amount the longer they have been in employment with the Trust. All of the employees who received a bonus received the long service reward.

In 2023, **101** employees received a long service bonus payment, **76.2%** women, **23.8%** men.

Our mean (average) gender bonus pay gap is **21.89%**.

Our median gender bonus pay gap is **33.33%**.

Our mean (average) gender bonus pay is 21.89% higher for men as a higher percentage of men in 2023 reached a 10 year length of service or higher.

The median bonus pay gap has increased to **33.33%**, this is because like last year, over **50%** of women received a bonus for achieving a 5-year length of service while unlike last year over **50%** of men received a 10 year or higher bonus.

13.0% of full pay relevant employees received a long service award payment, this is **12.0%** of all men and **13.0%** of all women.

Our industry

In 2021, in the UK, within the Third Sector an average of 74.7% jobs in social care and 73.4% of jobs in Education/ Training were held by women (Agenda Consulting, 2022). This highlights that within our industry there are on average more women than men within the workforce.

Our gender pay report 2023 shows **74% of our workforce are women** and have a higher gender percent in every pay quarter.

Within the Third Sector, the mean gender pay gap is 7.3% which is slightly lower than that of the Together Trust's but when comparing similar organisations within the third sector the mean gender pay gap is 2.5%. (Agenda Consulting, 2022)

In the UK, median gender pay gap for all employees is 14.9% which has seen a yearly drop of 0.5% from 2021 (ASHE, 2022) this is significantly higher than the Third Sector (0.0%) and the Together Trust (0.0%).

Our actions

- In 2023 we have launched our Equity, Diversity and Inclusivity strategy. 2024 will see us set up our steering group with members from our networks and deliver the actions against the timeline for this year.
- Our Women Together network has held regular meetings and provided opportunities for women to meet together to build relationships across the Trust and also learn about Menopause. We are launching our Menopause policy and actions to implement this as part of International Women's Day in 2024, we are also attending the International Women's Day walk in Manchester.
- We are now working on a Domestic Violence and stalking policy for our workforce to continue to develop further Together Trust as being a safe space and support and enable women to thrive .
- We continue to monitor our gender pay results and use these along with other EDI data we collect to help us understand where we can take positive action and address infrastructure that creates potential inequity. We will work with Women Together in 2024 to exploring the data and listen to potential barriers for women progressing their careers at Together Trust and consider potential solutions to help with this.

Gender Pay Gap calculations explained

What is a relevant employee for the Together Trust?

Relevant employees are all people employed by the employer on 5th April each year, who:

- have a contract of employment with the employer (including those employees working part-time, job-sharing and employees on leave), or
- are self-employed (where they must personally perform the work)

The list of relevant employees are the basis for:

- determining who the 'full-pay relevant employees' are
- making the bonus pay gap calculations

The remaining required gender pay gap calculations are based on the full-pay relevant employees.

Relevant employees are counted on an individual basis not as a full-time equivalent, meaning part-time employees, including job-sharers, employed by the organisation on the snapshot date are counted per person. (GOV.UK, 2021)

What is a full-pay relevant employee for the Together Trust?

Full-pay relevant employees are drawn from the list of relevant employees, and;

- Are paid their usual full basic pay in the relevant pay period
- Are paid less than their usual pay in the relevant pay period if it is for reasons other than leave.

Full-pay relevant employees are used to calculate the gender pay gap except for the bonus pay gap calculation.

How is the mean pay gap calculated?

A mean (average) pay gap is calculated by first finding out the women's mean hourly pay by adding up all the full pay relevant women's hourly pay and dividing the result by the number of full pay relevant women. The same is then done for all full pay relevant men. The mean gender pay gap shows the difference in average hourly rate of pay between women and men. The percentage figure is calculated by taking the women's mean hourly pay away from the men's mean hourly pay, dividing that figure by the mean hourly pay for men, then finally multiplying by 100.

How is the median pay gap calculated?

The median pay gap is calculated by listing all full pay relevant women and men's hourly pay in numerical order (in two lists). If there is an odd number of results, the median is the hours rate of pay that is in the middle. If there is an even number of results, the median will be the mean (average) of the two central numbers.

Imagine all employees stood in two lines, with women in one line and men in the other, in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the man in the middle of the men's line and the woman in the middle of the women's line.

How we calculate gender bonus pay gap?

Both median and mean (average) calculations for the gender bonus pay are carried out as above using bonus pay received over a twelve-month period.

All relevant employees that have received bonus pay in previous 12 months will be included in these calculations.

How gender pay gap differs from equal pay?

Equal pay means that women and men in the same position performing equal work must receive equal pay, this is a legal requirement under the Equality Act 2010.

Gender pay report calculates the difference in average pay for women and men, regardless of the nature of their work, across an organisation, this measure is known as a gender pay gap.

How we define “women” and “men”

To calculate the data in this report, we have used the terms “women” and “men” to represent their legal gender.

Our pay structure

The Together Trust operates a graded salary structure with pay points within each grade.

The Together Trust’s pay and grading structures were determined in 2018 following a comprehensive pay and grading review involving:

- evaluation of all posts - analytical job evaluation capturing responsibilities for each post
- determination of pay structures - with assistance from independent experts, approved by Human Resources & Organisational Development Trustee Sub-Group and Board of Trustees for the Together Trust

The Together Trust’s pay structure for all employees uses National Joint Council (NJC) job evaluation principles including pay ranges for each grade. This is transparent and fair whilst ensuring that all employees receive equal pay for equal value work.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Mark Lee". The signature is written in a cursive, flowing style.

Mark Lee, Chief Executive

References

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