

2gether Support Solutions Gender Pay Gap report 2021

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the gap is between their male and female employees. Although the legal requirement for gender pay gap reporting for 2020 has been suspended, due to Covid-19, 2gether feels it is important to track progress following the first report made in March 2020 (for the snapshot date of 5th April 2019).

This report provides a snapshot of data as at 5th April 2021, compared to our position the previous year. In addition, it sets out an action plan for 2022/23.

What is the difference between Equal Pay and Gender pay reporting?

Gender pay reporting is different to the arrangements in place for equal pay. Equal pay legislation deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in our workforce. If the workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the reporting may help us to identify what those issues are.

2gether is required to report the following:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

2gether Support Solutions workforce

2gether's overall workforce was 50.4% female and 49.6% male, as at 31st March 2021.

2gether Support Solutions pay gap report 2021

As at 5 April 2021:-

- The mean gender pay gap for 2gether Support Solutions is 2.26% compared to 2.09% in 2020
- The median gender pay gap for 2gether Support Solutions is 0.0004% compared to 0.003% in 2020.
- The mean gender bonus pay gap is 58%
- The median gender bonus pay gap is 58%
- The proportion of male employees receiving a bonus is 0.16% and the proportion of female employees receiving a bonus is 0.31%.

Band	2019		2020		2021		Pay quartiles by gender
	Males	Females	Males	Females	Males	Females	
A	53.49%	46.51%	54.76%	45.24%	38.43%	61.57%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	47.78%	52.52%	47.75%	52.25%	55.84%	44.1%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	45.95%	54.05%	38.60%	61.40%	40.44%	59.56%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	53.47%	46.53%	62.41%	37.59%	59.69%	40.31%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out in Table 1 above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The table above depicts pay quartiles by gender. This shows 2gether Support Solutions' workforce divided into four groups based on hourly pay rates, with Band A including the lowest-paid employees (the lower quartile) and Band D covering the highest-paid (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within 2gether Support Solutions, whilst there are more women in Band A than men the balance shifts in favour of women in Band C – with 59.56% females in Band C going down to 40.31% females in Band D. This demonstrates, to some extent, the “glass ceiling” that operates in employment across organisations at more senior levels.

Please note: The reporting of the first 3 quartiles for 2gether will cover mainly those on our minimum pay rate paid on 4th April which was £9.30. This means that the allocation of the male / female split is somewhat arbitrary across these groups and is misleading in drawing inferences between Bands A to C.

What are the underlying causes of 2gether Support Solutions gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

2gether Support Solutions is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we evaluate our job roles and pay grades to ensure a fair structure.

2gether Support Solutions has adopted an industry standard job evaluation system (Inbucon) for all staff, except Executive Directors, and a grading structure has been put in place supported by this job evaluation system. The job evaluation process is a useful method of ensuring that work of equal value is recognised through pay and grading mechanisms.

At the time of this report 2gether Support Solutions employed approximately 450 individuals who are on protected terms and conditions following TUPE transfers in 2018 from Serco and East Kent Hospitals University NHS Foundation Trust. Outside of this group 2gether Support Solutions is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. This pattern from the UK economy as a whole is partly reflected in the make-up of 2gether Support Solutions' workforce.

How does 2gether Support Solutions gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that 2gether Support Solution's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2021 ONS Gender Pay Gap report figures*) was 15.4%, while in the caring, leisure and other service occupations it was 6.6%. At 2.27%, 2gether Support Solutions' mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

What is 2gether Support Solutions doing to address its gender pay gap?

While 2gether Support Solutions' gender pay gap compares favourably with that of organisations both across the whole UK economy and within the service sector, this is not a subject that we are complacent about, and we are committed to doing everything that we can to reduce the gap. However, we recognise that our scope to act is limited in some areas – such as those pay arrangements that are protected under TUPE and traditional choices of occupation for gender groups

2gether Support Solutions set out in April 2020 that it would commence the development of an evidence base, by analysing recruitment and employment activities by gender to assist in identifying areas for action. The monitoring will not, of itself, remove the gender pay gap – although it does assist us in identifying areas for action. This work has been delayed by the People team in 2gether being diverted to support necessary Covid measures in the last 2 years however we are keen to recommence our focus on this work in the coming year.

Recruitment and promotion

To ensure more effective collection of personal characteristic information at application, shortlisting, interview and offer stages be implemented for all roles throughout 2gether. Implementing this approach will be monitored quarterly by the Head of People and Talent an action taken where necessary to address issues and concerns.

The People team will build on the work, already commenced to support both internal and external applicants when applying for work with 2gether.

Promotion of 2gether as an employer will also have a greater focus in 2022/23 with contacts already made with local mother's groups and networks.

A focus on family friendly practices will form part of 2gether's plans in 2022.

Analysis of leavers

2gether implemented a new exit interview process in 2021, it is too early to draw any meaningful gender-based conclusions from this data set but regular reporting in future and a turnover action plan, agreed by the Board of Directors in February 2022, will inform this work in the next year.

Bonus payments

In 2021 2gether ceased their bonus payment scheme.

I, Jackie Churchward-Cardiff, Interim Managing Director, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'Jackie Churchward-Cardiff', written in a cursive style.

Date: 07.03.22

**The Gender Pay gap reported by ONS is a long time-series, calculated from the Annual Survey of Hours and Earnings (ASHE) which samples from all employee jobs in all sizes of company.*