

Gender Pay Gap report 2022

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.

This report provides a snapshot of data as at 5th April 2022, compared to our position the previous year. In addition, it sets out an action plan for 2023/24.

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.

Workforce Distribution

2gether's overall workforce was 53.60% female and 46.40% male, as at 31st March 2022.

Pay Gap Report 2022

As at 5 April 2022 the business had achieved the following standing:

- The mean gender pay gap was 3.07%
- The median gender pay gap was 0.0017%

Band	2020		2021		2022		Pay quartiles by gender
	Males	Females	Males	Females	Males	Females	
A	54.76%	45.24%	38.43%	61.57%	36.02%	63.98%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	47.75%	52.25%	55.84%	44.1%	52.67%	47.33%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	38.60%	61.40%	40.44%	59.56%	39.93%	60.07%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	62.41%	37.59%	59.69%	40.31%	56.96%	43.04%	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 the business 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, whilst there are more women in Band A than men the balance shifts in favour of women in Band C – with 60.07% females in Band C going down to 43.04% 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 £9.50. 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.

The business 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 the business employed approximately 480 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 our 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 report that 2gether Support Solution's gap compares favourably with that of other organisations, including those within our industry.

The 2022 mean GPG (the difference between men's and women's average hourly pay) is 5.45% and the median is 9.71%. NHS Resolution's mean gender pay gap has increased from 7.8% in 2020 to **8.4% in 2021**. However, the median pay gap has decreased from 9.1% to 7%. At 3.06%, the business mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

What are we 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. We are committed to doing everything that we can to reduce the gap. 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

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 the business. Implementing this approach will be monitored quarterly by the Head of People and Talent an action taken where necessary to address issues and concerns.

Our People team will build on the work, already commenced to support both internal and external applicants when applying for work in the business. A focus on family friendly practices such as increased flexible working and hybrid working options are forming part of 2gether's plans in 2023.

Analysis of leavers

We have implemented a new exit and stay conversation process in 2023. There appears to not be any concern from leavers regarding gender-based pay from previous data sets but with more free text answers it is hoped more qualitative data will be received.

Bonus payments

In 2021 2gether ceased their bonus payment scheme.

I, Paul Ryder, Managing Director for the business, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'Paul Ryder', with a long, sweeping flourish extending to the right.

Date:

**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.*