



2gether Support Solutions Gender Pay Gap report 2019

1. Introduction

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. The first reporting date that 2gether is required to report from was 5 April 2019 and the report provided at the snapshot date of 5 April 2019 is our first report.

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 a workforce. If a 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 to identify what those issues are.

Employers are 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.

2. 2gether Support Solutions workforce

In the reporting period the overall workforce was 51% female and 49% male.

3. 2gether Support Solutions pay gap report 2019

As at 5 April 2019:-

- The mean gender pay gap for 2gether Support Solutions was 3.7%
- The median gender pay gap for 2gether Support Solutions was 0.003%
- 2gether Support Solutions did not pay bonuses to employees in this reporting period.

Pay quartiles by gender

Band	Males	Females	Description
A	53.49%	46.51%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	47.48%	52.52%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	45.95%	54.05%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	53.47%	46.53%	Includes all employees whose standard hourly rate places them above the upper quartile

Table 1

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

4. 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 are 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 have adopted an industry standard job evaluation system (Inbucon) for all staff, except Board level 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 work of equal value is recognised through pay and grading mechanisms.

At the time of this report 2gether Support Solutions employed approximately 600 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.

Table 1 depicts pay quartiles by gender. This shows 2gether Support Solutions' workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (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 men in Band A than women the balance shifts in favour of women in Band C and D – with 54.05% females in Band C going down to 46.53% females in Band D. This demonstrates, to some extent, the “glass ceiling” that operates in employment across organisations at more senior levels.

5. 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 2019 ONS Gender Pay Gap report figures*) is 16.2%, while in the caring, leisure and other service occupations it is 8%. At 3.7%, 2gether Support Solutions' mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2019 ONS Gender Pay Gap report figures) is 17.3%. At 0.003%, 2gether Support Solutions has no median gender pay gap, this is because the majority of 2gether employees are engaged at or near 2gether's minimum pay rate in April 2019 of £8.38 per hour.

6. 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 will be taking the following steps to promote gender diversity in all areas of its workforce during 2020:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action we will undertake gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;
 - the take-up of flexible working arrangements by gender and level within the organisation;
 - the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
 - the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

The initial findings will be published in December 2020.

The monitoring will not, of itself, remove the gender pay gap – although it will assist us in identifying areas for action. In the meantime, we are committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making.

I, Fin Murray, Managing Director, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in blue ink, appearing to be 'FM', written over a light blue horizontal line.

Date: 24 March 2020

**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.*