

Gender Pay Gap Report 2023

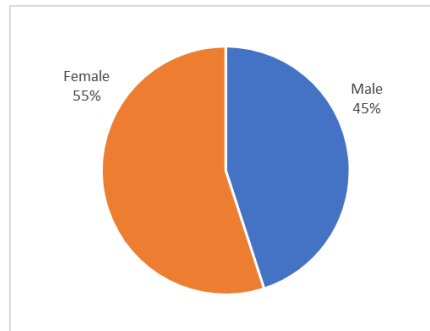


2gether Support Solutions Limited (“2gether”) provides facilities, property, procurement and professional services in the South East. The company is a wholly-owned subsidiary of one of the largest NHS Trusts in England – East Kent Hospitals University Foundation Trust (EKHUFT). 2gether has over 1,400 staff supporting the five EKHUFT hospitals across East Kent. Our staff provide essential support services, with the majority of employees in front-line roles including cleaning, catering, portering, logistics and laundry services.

This report provides a snapshot of data as at 31st March 2023, compared to our position the previous year. In addition, we provide an update on what we have achieved in the past year to improve our long-term gender pay gap position, and our future areas of focus.

What is the Gender Pay Gap?

2gether employs slightly more female employees than male employees:



The Gender Pay Gap shows the difference between the average pay of all men and the average pay of all women in a given workforce. If an organisation reports a Gender Pay Gap, it does not necessarily mean that women are paid less than men for doing the same, or similar, work but it can indicate that men tend to occupy higher-paying roles than women.

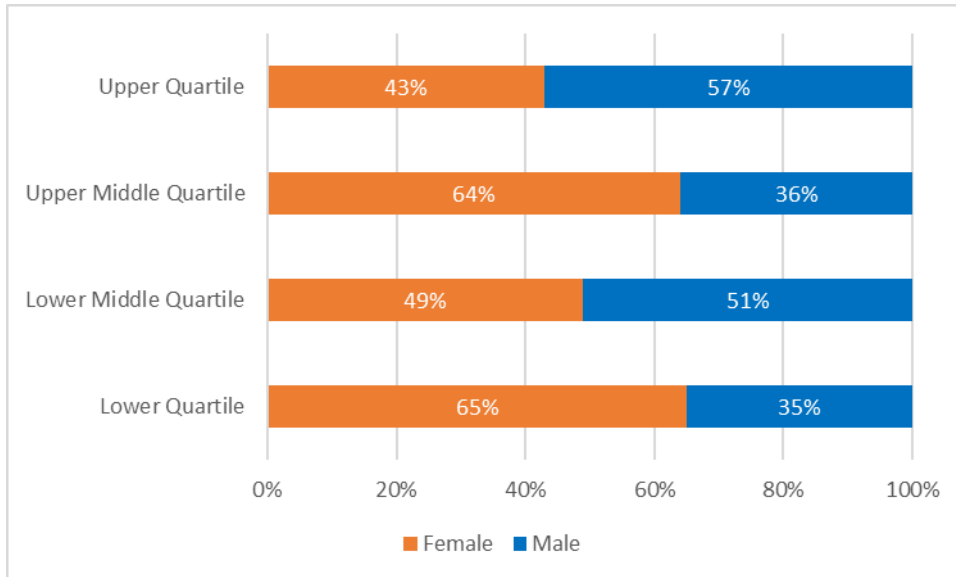
At 2gether, 64% of all our employees are in our Grade 1 front-line roles. Of the employees in our Grade 1 roles, 60% are women, meaning that a majority of our lowest paying roles are occupied by women. This may be for a variety of reasons, for example, working hours flexibility (57% of our Grade 1 female employees work less than full-time hours and therefore receive less pay in absolute terms).

Equal pay is different. Equal pay legislation looks at 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. 2gether Support Solutions uses a detailed points factor job evaluation system alongside a company-wide grading structure to ensure work of equal value is recognised and paid accordingly.

2gether Support Solutions Gender Pay Gap Information 2023

- Mean gender pay gap is 5.8% (compared to 3.1% in 2022)
- Median gender pay gap is 0% (compared to 0% in 2022)

- 2gether did not pay any employee bonuses in 2022/23 so there is no gender bonus pay gap
- Proportion of males and females when divided into four groups ordered from lowest to highest pay



The table above depicts pay quartiles by gender, showing 2gether's workforce divided into four quartiles based on hourly pay rates (with the highest pay quartile at the top and the lowest pay quartile at the bottom).

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

2gether is committed to 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). As such, we evaluate our job roles and pay grades to ensure a fair structure. In addition to 2gether terms and conditions of employment we also have approximately 400 employees on TUPE-protected terms (following transfers in 2018 from Serco and East Kent Hospitals University NHS Foundation Trust).

From analysing our workforce data, we can see that our 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, while women are more likely than men to be in front-line roles within the lower pay quartiles. 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. They are also more likely to work part time, and many of the jobs that are available on a part-time basis are relatively low paid. This pattern from the UK economy as a whole is also reflected in the make-up of 2gether's workforce, and hence our gender pay gap data.

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

The vast majority of organisations have a gender pay gap. 2gether's pay gap compares favourably with that of other organisations, including those within our industry.

According to the Office of National Statistics (ONS) the 2023 mean gender pay gap was 7.7% vs. 5.8% for 2gether (ONS data calculated from the Annual Survey of Hours and Earnings (ASHE) which samples from all employee jobs in all sizes of company).

According to Gov.UK data, comparable sized facilities management companies (1000-4999 employees) in 2022/23 posted a mean gender pay gap of 22.1% (not adjusted for organisation size) vs. 5.8% for 2gether (GOV.UK data downloaded 14/2/24 and sorted for facilities management companies of similar size).

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

2gether is not complacent about its gender pay gap data. We are committed to doing everything that we can to reduce the gap, and are implementing various actions and initiatives to improve our position, including:

- **Recruitment**
Ensuring 2gether attracts diverse candidates through targeted external activities; use of gender-neutral language in adverts; better monitoring of candidate success rates through the application process; improving internal recruitment quality through interview training; improving gender balance of apprenticeships
- **Onboarding**
Improving the induction experience for all candidates leading to better early-stage retention rates; implement Week 6 check-ins to ensure candidate experience matches expectations
- **Skills and Career development**
Launching improved appraisal and objective setting process – focusing on performance, wellbeing and development; gender-balanced participation in management development programmes; becoming a disability friendly employer; building skills for line managers including diversity and inclusion topics
- **Flexible/ hybrid working**
Reviewing and improving internal family-friendly policies; supporting employees through maternity/ paternity career breaks
- **Turnover analysis**
Better understanding of drivers of dissatisfaction and impact on diverse employees; examining any turnover hotspots for potential adverse impact

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

A handwritten signature in black ink, appearing to read 'Paul Ryder', with a stylized flourish at the end.

Date: 18.03.2024