

Our gender pay report

2018



Our gender pay report

As a health and social care provider and national charity, Making Space is absolutely committed to equality across our workforce.

The gender diversity of Making Space is similar to the sector profile and is represented by a 78 % female and 22 % male workforce. Pay rates in Making Space are gender neutral and both men and women receive equal pay for doing the same jobs and equal pay for similar work.

Our mean gender pay gap is 3.43 % , therefore women's average pay is slightly lower than men's.

Our median pay is -5.8 % ; therefore, women's median pay is 5.8 % higher than men's.

These results are significantly lower than the national averages which for mean pay is 17.3 % , median pay 18.4 % and the Health & Social Care sector the median is 18.7 % (Office for National Statistics 2018).

The Making Space workforce has approximately 50 jobs in our head office, including finance, IT, human resources and operations, and 950 jobs within our services, the majority of the latter in front line care and support work roles.

Career progression and training is one of our strongest areas and we ensure that there is fair and equal access to our workforce.

Our commitment is to continue with our equality and diversity policies and ensure that our pay levels reflect the requirements of the job and remain gender neutral. This includes an ongoing commitment to move our lowest pay levels away from the National Living Wage. In April 2018 we increased our lowest pay by a further 5.8 % .

I can confirm that the information and data reported is accurate as a snapshot taken on 4 April 2018.



Phil Orton
Executive Director of HR

We are committed
to equality across
our workforce

Gender pay reporting

The gender pay gap shows the variance in average pay between men and women, irrespective of their role. This is not equal pay, which is unlawful and requires men and women who do the same or similar jobs, or work of equal value, to be paid equally.

As an employer of 250+ employees Making Space is required by Law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This information is current on 5 April 2018 and will be updated annually hereafter.

This report includes calculations on our Mean (average) and Median (middle point) pay and the numbers of men and women in each of the required reporting pay quartiles. Making Space does not offer any bonus arrangements therefore this is not required within this report.

Our gender pay

This data is based upon the pay levels and the pay quartiles in which those levels are contained of approximately 1000 employees, including bank workers, in employment on 1 April 2017.

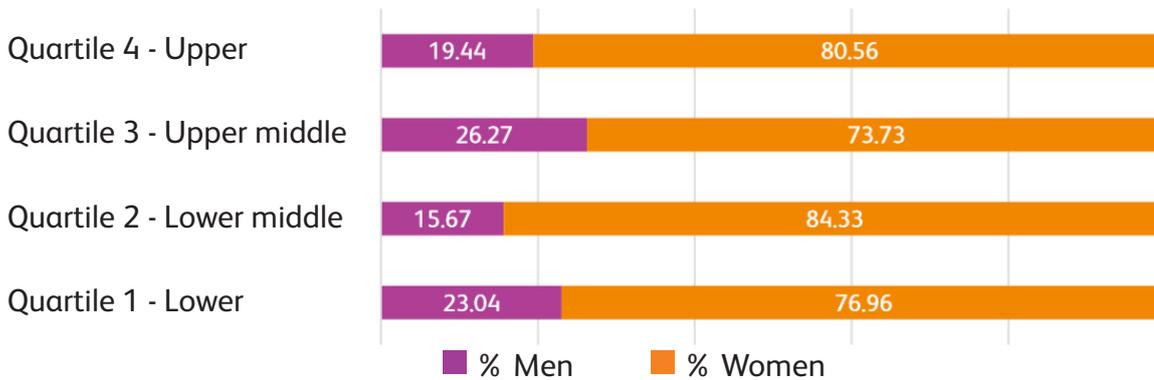
Our **mean pay** is 3.43 %. Therefore, men get paid 3.43 % more than women according to their mean pay.

Our **median pay** is -5.8 %; therefore, women's average pay is 5.8 % higher than men's.

The primary reason for the mean gender pay gap is how male employees are deployed across the pay bands. It should be noted, in the higher quartile, 2 of the 4 executive director positions are occupied by women.

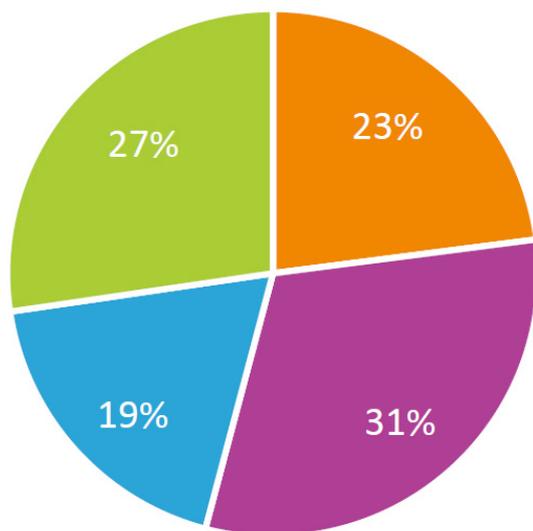


Percentage of men and women in each of the pay quartiles

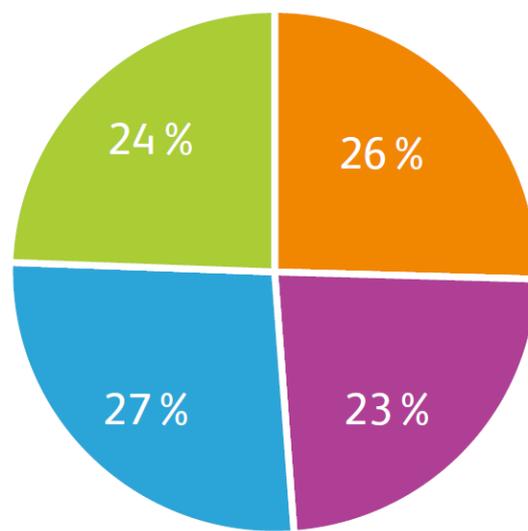


Percentage of men and women across pay quartiles

Men



Women



Key

- Quartile 1 - Lower
- Quartile 2 - Lower middle
- Quartile 3 - Upper middle
- Quartile 4 - Upper