

Our gender pay report

2019



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 80 % female and 20 % 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 has improved in the last year from 3.43 % to 2.42 % . Women's average pay remains slightly lower than men's.

Our median pay continues to be at 0 % , therefore there is no gender pay gap between men's and women's median pay.

These results are significantly lower than the national averages which for mean pay is 17.3 % , median pay 17.9 % and the Health & Social Care sector the median is 18.7 % (Office for National Statistics 2018).

The Making Space workforce has approximately 50 jobs based in head office, including finance, IT, human resources and operations, and 900 jobs within 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.

In the last year we have taken steps to improve the transparency of pay levels through publishing new pay spines and making these more widely available. Our on-going 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 2019 we increased our lowest pay by a further 2.5 % .

I can confirm that the information and data reported is accurate as a snapshot taken on 4 April 2019.



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 4 April 2019 and is updated annually.

This report includes calculations on our Mean (middle point) and Median (average) 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 900 employees, including bank workers, in employment on 1 April 2018.

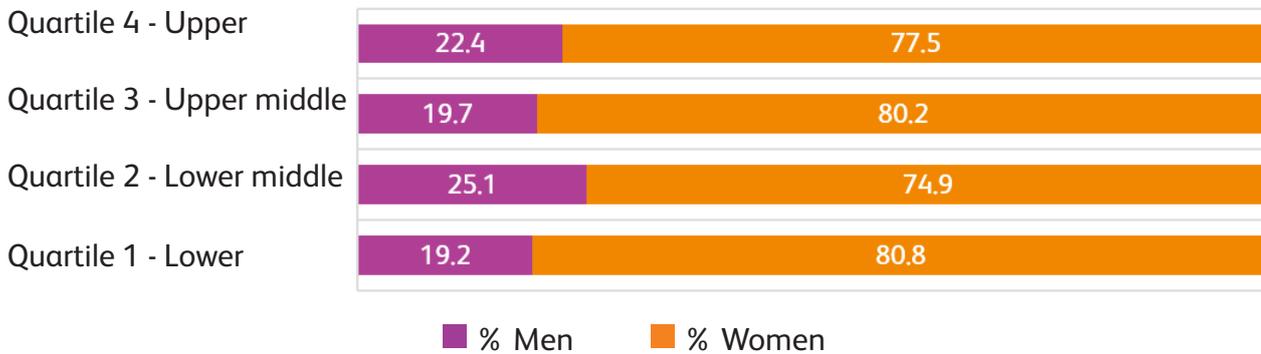
Our **Mean Pay** is 2.42%. Therefore men get paid 2.42% more than women according to their mean pay. This is a much lower than the national average of 17.3% (Office for National Statistics 2018).

Our **Median Pay** is 0% (-1% actual) therefore there is no gender pay gap between men and women on the basis of median pay. This is significantly lower than the UK national average of 17.9% (Office for National Statistics 2018).

The primary reason for the mean gender pay gap is how men are deployed across the pay bands.

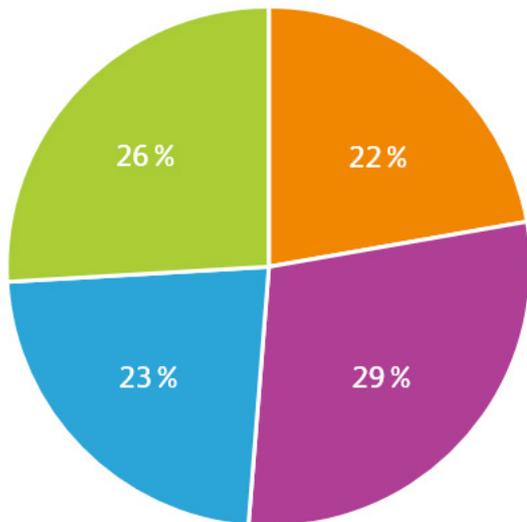


Percentage of men and women in each of the pay quartiles

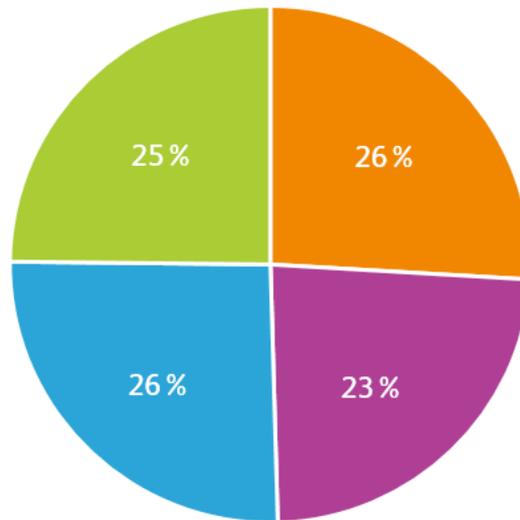


Percentage of men and women across pay quartiles

Men



Women



Key

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