

Our gender pay report

2020



Our gender pay report

As a provider of Health and Social Care services and national charity, Making Space is absolutely committed to equality and inclusion across our workforce.

The gender make-up of the Making Space workforce is 20 % men and 80 % women, which is similar to the wider sector. This can impact upon gender pay reporting specifically where it is more challenging to recruit men in to some of the roles in the lower pay quartiles e.g. support worker or carer. 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 median (midpoint) pay continues to be at 0 % , therefore there is no gender pay gap between men's and women's median pay.

Our mean (average) pay has increased from 2.42 % to 5 % in the last year therefore for every £1 that a man earns a woman earns 95p.

Over the past year there has been a 1 % reduction in the number of men employed and a 1 % increase in the number of men in the highest pay quartile, which have both impacted upon Mean pay. These results remain much lower than the national averages of 17.9 % median and 17.3 % mean (Office for National Statistics 2019).

The Making Space workforce has approximately 50 head office jobs and 900 jobs within services, the majority of the latter in front line care and support work roles.

Career progression and learning & development continue to be some of our strongest areas. We continue to develop our talent management with 6 out of 10 senior roles being filled through internal promotion.

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 retain our lowest pay levels above the National Living Wage (NLW), where in April 2020 we have further increased pay by up to 6.5 % maintaining our position above the NLW. We are also supporting the DHSC National recruitment campaigns and will be providing recruitment training to our managers during 2020.

I can confirm that the information and data reported is accurate as a snapshot taken on 4 April 2020.



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 2020 and is updated annually.

This report includes calculations on our Median (average) and Mean (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 808 employees who meet the qualification criteria for gender pay reporting, including bank workers, in employment on 1 April 2019.

Our **Median Pay** is 0% 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 2019).

Our **Mean Pay** is 5%. Therefore men get paid 5% more than women according to their mean pay. This is significantly lower than the national average of 17.3% (Office for National Statistics 2019).

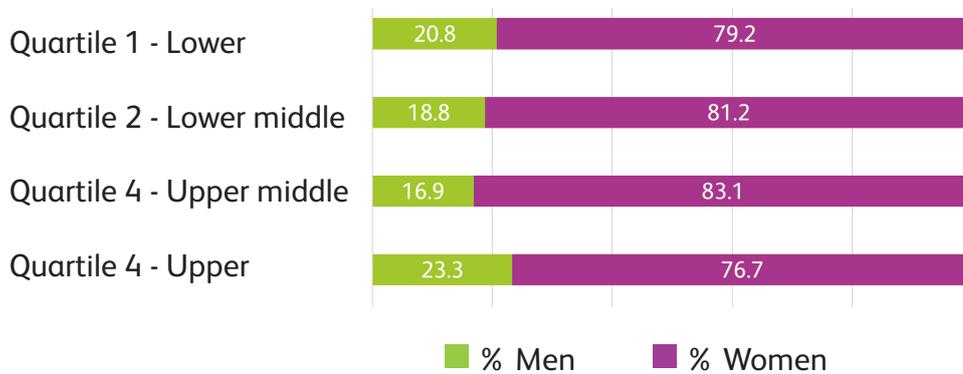
The primary reason for the increase in the mean gender pay gap this year is due to:

- how men are deployed across the pay bands, specifically the highest level of men in Q4
- there has been a 1% decrease in the number of men included in this years calculation
- there has been a 1% increase in the number of men in Q4, which contains the highest pay rates

It should be noted in Quartile 4 that 2 of the 5 executive director positions are occupied by women.

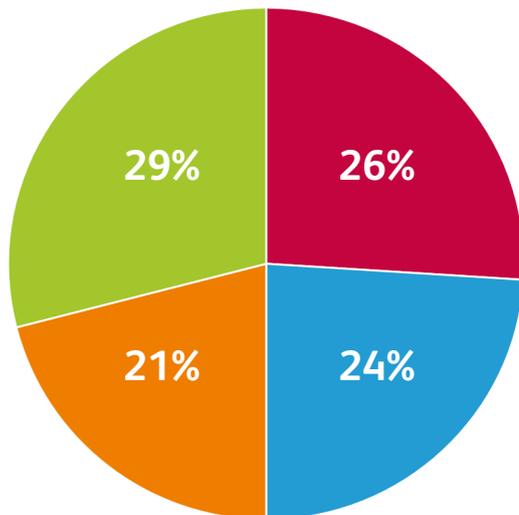


Percentage of men and women in each of the pay quartiles

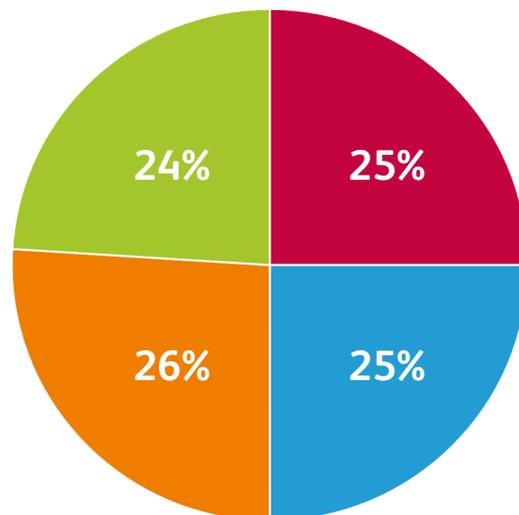


The proportion of women across the pay quartiles is fairly consistent whereas for men there are more in the lower and upper quartiles. See chart below:

Men



Women



Key

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