

Gender Pay at Sense

Reporting our April 2018 Gender Pay Gap

February 2019

Following the first year of reporting in 2018, companies with over 250 employees have an annual requirement to publish their gender pay gap data as calculated on a snapshot date in April each year. We've now calculated our second year's data, at April 2018.

A reminder on gender pay versus equal pay

Gender pay gap reporting shows the differences in pay between men and women across an organisation or nationally. It doesn't measure equal pay: in other words, it doesn't show whether a man and woman in the same job are getting the same rate of pay. This is called equal pay for equal work and has been required in law since 1975. So it's possible to have a gender pay gap while still paying men and women the same pay for the same work.

Our gender pay data for 2018

On the snapshot date of **5 April 2018** we calculated our gender pay gap to be:

- **Median:** 2.28%
- **Mean:** 8.73%

Our gender split for each pay quartile was as follows, with Quartile 1 being the upper quartile, Quartile 4 the lower quartile:



Gender	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Males	26%	20%	17%	24%
Female	74%	80%	83%	76%

This year we have 2308 “relevant employees” and 2215 “full-pay relevant employees”: these are defined in the UK gender pay gap legislation and help organisations to work out which employees to count when calculating their gender pay gap.

Our overall ratio of female to male employees has increased very slightly, by 1%, to 78% female.

At Sense, we don’t pay bonuses.

Commentary

Our April pay data showed that we have a 19p median pay gap (we pay female employees 2.3% less than male ones) compared to last year’s 16p (1.9%) so our gender pay gap has marginally increased by 3p (0.4%) since we first calculated it in April 2017. Because of the way gender pay gaps are calculated, it would be very unlikely that a pay gap would stay the same each year and so we expect to see small changes from year to year. Over time, we want to see it reduce towards zero.

Our gap compares very well to national figures, which show median pay was 17.9% less for women than for men in April 2018.

We also need to report our mean gender pay gap, which is 8.7% this year (compares to 7.9% last year). Most of the debate and press coverage around the first year of results focused on the median pay gap, so that’s what we’ll review here.

Our male/female ratios across the pay quartiles has changed slightly with a small increase in male employees in the first quartile (Q1, the highest paid quartile) up 1% to 26% male.



The number of male employees in the middle two quartiles (Q2 and Q3) has fallen slightly but encouragingly we have slightly increased the number of male employees in our lowest quartile (Q4, up from 21% to 24%).

We continue to have no median gender pay gap in quartiles 2, 3 and 4, where we have large numbers of male and female employees doing the same jobs, and clearly, in line with our values and UK law, we pay equally for those same jobs. In our top quartile, we do have a gender pay gap, and it's mainly in the top half of that quarter, which has 70% female and 30% male employees. So, we've identified that we only have a significant pay gap in the highest paid 12% of our organisation, although the majority of employees in this group are female. These employees work in an extremely broad range of roles across our support functions, specialist and operational management roles. We're confident that all of these staff are paid in accordance with equal pay legislation and that each role has been evaluated to reflect its responsibilities and the external job market.

In April 2018, our Executive team of 9 had 5 female and 4 male employees, and our highest paid employee, our CEO, was female. At each level from the highest to lowest paid, our organisation was never more than 50% male employees and in all pay quartiles we have more female than male employees. The reason our gender pay gap exists is that while we are a majority female organisation, we have a slightly higher percentage of men in our top paid quartile than in the rest of Sense.

It's also worth noting that in our highest paid quartile median pay for male employees is slightly lower than the 2018 UK average earnings for full time workers. As a charity in the social care sector, our pay rates are restrained by tight budgets for care provision.

How we compared in 2017

Since we reported last year, we've been able to compare Sense to other similar organisations. 10,532 employers reported data for 2017/18 and 77% of these stated that, like us, their median hourly pay for men was higher than for women in their organisation.



Sense's 2017 median gender pay gap of 1.9% was significantly lower than the average for our sector, industry and main occupation.

The Annual Survey of Hours and Earnings (ASHE), Office for National Statistics (2017), reports that gender pay gaps by sector, industry and job type were as follows:

Sector	Median GPG	Mean GPG
Private sector	23.7%	21.1%
Public sector	19.4%	17.7%
Third sector	22.1%	19.4%

Industry	Median GPG	Mean GPG
Human Health and Social Work	18.7%	25.1%

Occupation	Median GPG	Mean GPG
Caring, leisure and other service occupations	4.2%	8.5%



Future plans for Sense by our new Chief Executive

Since collecting our April 2018 data I have been delighted to be appointed to the role of Chief Executive at Sense and we've embarked on creating a new 2019-2022 strategy. Equality and diversity will be at the heart of this.

In our last report we set out our equality and diversity group's priorities for leading our approach to gender pay, when we stated our dual aims of reflecting our diversity in recruiting into support roles and developing employees into leadership roles.

Over the past year we've been making progress with actions to reduce our gender pay gap and enhance the diversity of our talented team. These have developed into the following future plans:

- Refreshing our equality and diversity action plan
- Embedding diversity in our new strategy
- Creating a leadership and management development role to create programmes to develop managers and grow talent within the organisation and to design recruitment learning modules to support recruiting managers to avoid unconscious bias and enhance our diversity
- Developing recruitment materials which showcase our diversity
- Appointing a Stories Advisor to work with the people we support to tell their stories and those of our teams who work with them and showcase what a diverse team we are
- Changing the shape of our recruitment teams to bring the best talent into our three areas: social care, charity and retail
- Reviewing our pay and benefits offer so that we can reward our frontline social care teams, and all their colleagues across Sense, as much as we can
- Developing action plans to enhance our approach to retaining and recognising the contribution of our employees



We're looking forward to reporting our progress in this to our Sense teams throughout the year and to our wider community in our annual gender pay gap reports.

Sense has calculated its gender pay figures in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the information in this statement is accurate.

Richard Kramer

Chief Executive

February 2019