

## **Vibrance Gender Pay Gap Reporting 2018**

As part of the Government's statutory requirement for organisations with 250 or more employees to report annually on their gender pay, Vibrance has undertaken an extensive Gender Pay audit and has published the results of this work on both the organisation and government websites within one calendar year of April 5<sup>th</sup>, 2018 as required.

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Vibrance report covers the 'snapshot' date of April 5<sup>th</sup>, 2018 and comprises of calculations that show the difference between the average earnings of men to women as at April 5<sup>th</sup>, 2018.

### **Vibrance workforce by gender**

Vibrance is a diverse organisation with a predominantly female workforce and we are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Vibrance understands it is unlawful to pay people unequally because they are a man or a woman.

As at April 5<sup>th</sup>, 2018 the workforce comprised of 276 females (78%) and 82 Males (22%)

### **Mean Gender Pay**

As at April 5<sup>th</sup>, 2018 Vibrance average (mean) hourly pay for females was £11.06 and average (mean) hourly pay for males was £11.50

This means that Vibrance mean gender pay gap is 3.8% - i.e. the mean pay for males was 3.8% more than the mean for females. Vibrance mean gender pay gap is significantly lower than that within the Annual Survey of Hours and Earnings (ASHE) which sits at 17.5%.

### **Median Gender Pay Gap**

As at April 5<sup>th</sup>, 2018 the Vibrance median hourly pay for females was £9.55 and the median hourly pay for males £9.55

This means that Vibrance has a median gender pay gap of 0%– i.e. both male and female employees received equal median pay. Vibrance median gender pay gap is therefore, significantly lower than that within the Annual Survey of Hours and Earnings (ASHE) which sits at 18.4%.

### **Bonus Pay Gap**

Vibrance did not make bonus payments to staff and is therefore unable to provide gender pay gap comparison data as at April 5<sup>th</sup>, 2018.

## Pay across Quartiles by gender as at April 5<sup>th</sup>, 2018

**Table 1**

Band	Males	Females	Description
A	21.8%	78.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	21.8%	78.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	25.3%	74.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	19.3%	80.7%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out in **Table 1** have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Table 1** depicts Vibrance's workforce divided into four equal-sized groups based on hourly pay rates, with band A including the lowest-paid 25% of employees (the lower quartile) and band D covering the highest-paid 25% (the upper quartile). For there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. However, within Vibrance, where 78% of its workforce are female and 22% are male, band D has a higher than average percentage of female employees at 80.7% while band C has a higher than average percentage of male employees at 25.3%.

### **Key underlying causes of Vibrance gender pay gap**

Vibrance employs a below average proportion of male employees in its residential services when compared to the percentage of male Vibrance employees throughout the organisation.

Vibrance recognises that the provision of personal care in our services present challenges that would necessitate a predominantly female workforce and are comfortable that this disparity reflects the needs of the users of our service. Most of our services which are based in areas that do not attract London Weighting Allowance are residential services and therefore an above average proportion of our female employees are employed in areas which do not attract London Weighting Allowance.

## Conclusions and Actions

Vibrance does have a small *mean* gender pay gap of 3.8% but no *median* gender pay gap (0%) because both male and female employees receive equal median pay.

We have analysed these statistics and understand that the reason for the mean gender pay gap is:

1. A higher proportion of women working in our services in Essex who do *not* receive the London Weighting Allowance
2. A higher proportion of men working in our services in London who *do* receive the London Weighting Allowance

The Board of Trustees are not complacent and are committed to doing everything that it can to reduce this gap.

We acknowledge that having a workforce made up of 78% women does not reflect the gender split of our service users which is 50/50 and we are attracting more male staff into the social care sector. Once achieved this will, as a secondary benefit, correct our small gender pay gap.

We are achieving this by:

- Targeted recruitment aimed at young men and older men seeking a career change
- Marketing a career in Vibrance to traditionally hard to reach groups including groups as featured in the Equality Act 2010 under protected characteristics.
- Having our Service Users drive our recruitment campaigns in their local areas
- Review our Diversity Policy and Diversity Action Plan
- Emphasising the importance of attitude and values, above experience, in our recruitment processes
- Establishing a clear career pathway within Vibrance with an emphasis on personal and professional growth and development

I, Paul Allen, Chief Executive, confirm that the information in this statement is true and correct.



Signed            Paul Allen  
Date              April 3<sup>rd</sup>, 2019