

Vibrance Gender Pay Gap Reporting 2020

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.

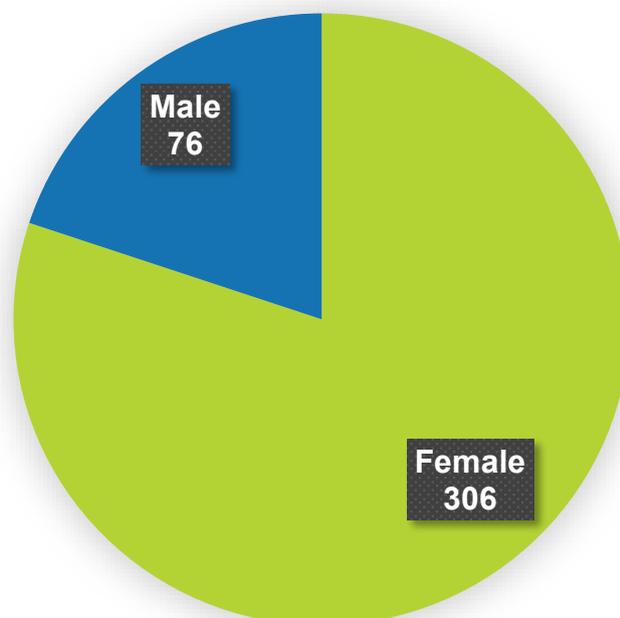
In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Vibrance's 'snapshot' report covers April 2020 and comprises of calculations that show the difference between the average earnings of men and women as at April 5th, 2020.

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. Furthermore, Vibrance is committed to removing unfair bias practices, by firstly recognising what unfair bias is, recognise how unfair bias effects how we support people who use our services, and lastly provide awareness training for managers and staff in order to ensure unfair bias does not feature in our recruitment and in work support practices.

As at April 5th, 2020 Vibrance's full pay relevant workforce comprised of 306 females (80%) and 76 Males (20%)



Factors affecting Mean averages and outcome

The inclusion of sleep ins and on call hours allocations have contributed to a reduction in the Mean average pay for both female and male staff.

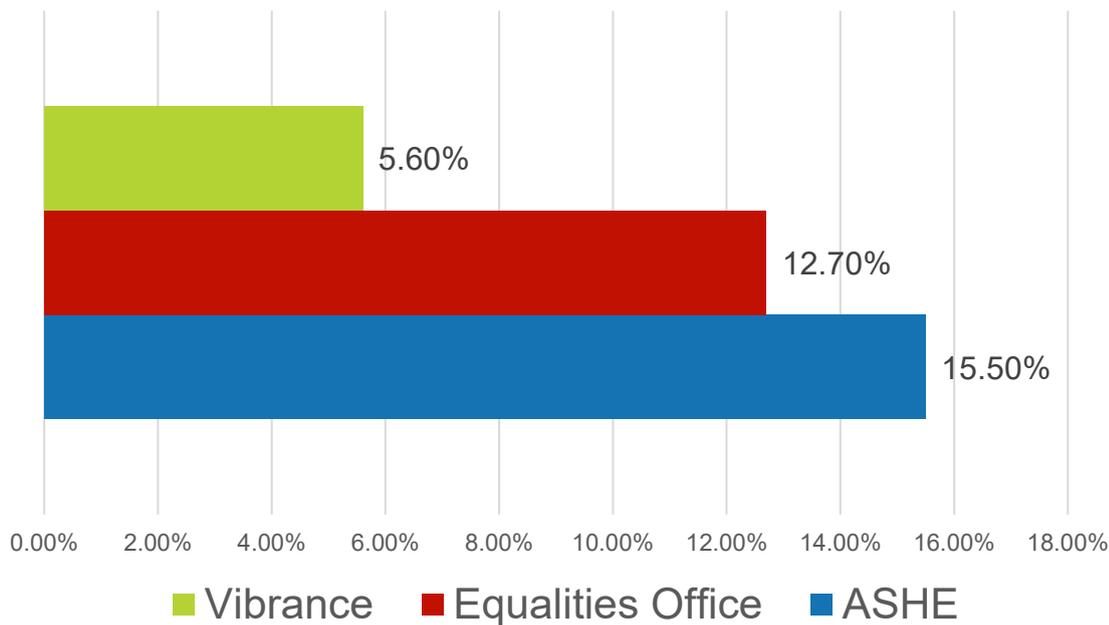
Generally, there are fewer differences between expected average male/female staff within each quartile, which would indicate a smaller gender pay gap, although this isn't represented in the Mean average.

Vibrance Mean average within each quartile, female staff in quartile 1 are paid slightly higher than male staff (2.41%). There is very little difference in Mean average pay among the first 3 quartiles but a significant difference in quartile 4 (27.6%).

The fourth quartile shows that the significant variance occurs among the 5% highest paid staff in the organisation with male staff in this section paid on average 25% more than female staff. **(Table 1)**

Mean Gender Pay

Vibrance's Mean gender pay gap is 5.6% i.e. the Mean pay for males was 5.6% more than the Mean for females. Vibrance's Mean gender pay gap is significantly lower than that within the Annual Survey of Hours and Earnings (ASHE) which sits at 15.5% and the government Equalities Office (March 2017) which sits at 12.7%.



Median Gender Pay Gap

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 19.3% (updated May 2018)

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 5th, 2020.

Table 1

Pay across Quartiles by gender as at April 5th, 2020

2020/21 Reporting year

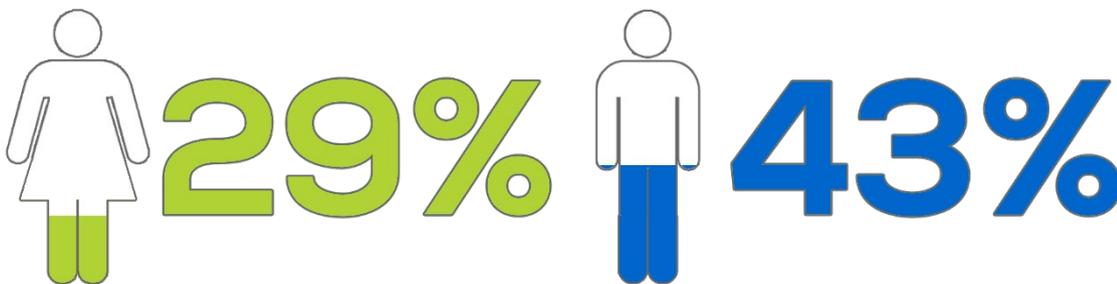
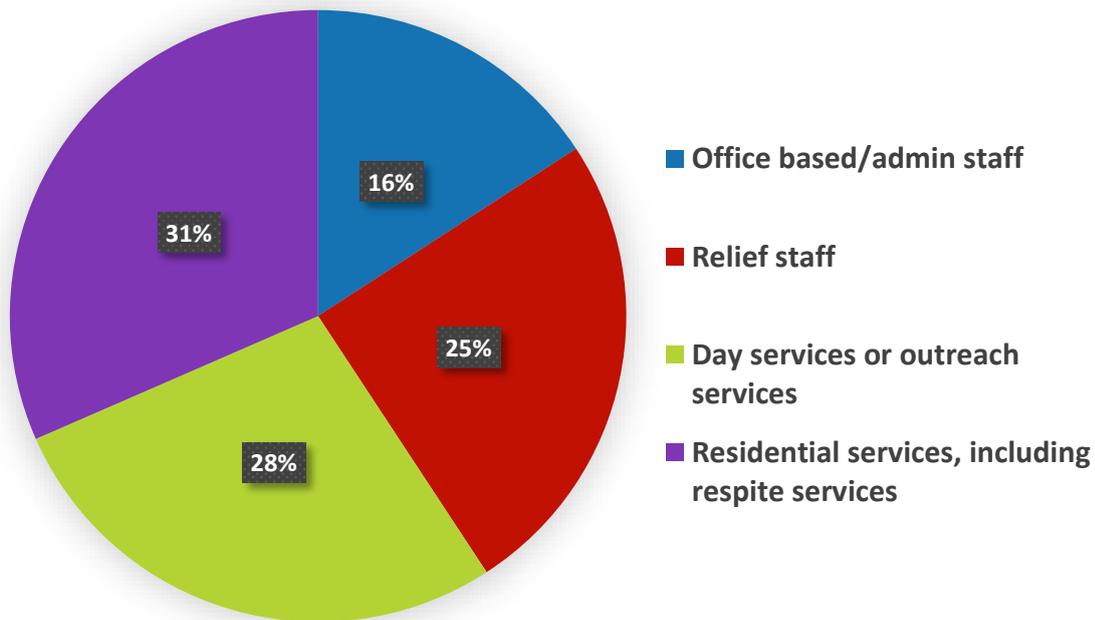
Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	14.7 %	85.3 %
Upper middle hourly pay quarter	23.2 %	76.8 %
Lower middle hourly pay quarter	24.2 %	75.8 %
Lower hourly pay quarter	17.9 %	82.1 %

Table 1 depicts Vibrance's workforce divided into four quarters based on hourly pay rates, including the lowest-paid 25% of employees (the lower quartile) highest-paid 25% (the upper quartile).

General overview of Vibrance Workforce

The gender demographic throughout the organisation has not changed significantly, either in terms of distribution throughout our services and departments or in terms of the roles they are employed in. The % of male staff employed by Vibrance has reduced from 22.75% to 20% with just 76 full pay relevant staff (full pay relevant is the term used under the Gender Pay Guidance to determine which staff should be included in the report).



This means that **43%** of male staff are employed in office-based roles or roles in day services. For female staff this figure is **29%**.

Other than office-based staff, there are **2 Project Managers** and **3 Deputy Managers** who are male.

This information is significant because staff employed on relief contracts or in residential services (particularly in Essex) tend to be among the lower paid staff. Even though the numbers of staff employed in office-based roles or in day services is less than the numbers of female staff it is proportionately higher compared to the numbers employed in residential services. This has the effect of increasing the mean average pay of male staff in comparison to female staff.

Conclusions

Vibrance does have an increase in its *Mean* gender pay gap of 5.6% 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 are as follows:

1. The inclusion of sleep ins and on call hours allocations have contributed to a reduction in the Mean average pay for both female and male staff.
2. Vibrance has a higher % of male staff employed in geographical areas that attract London Waiting Allowance (LWA).

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

Signed Paul Allen



Date October 4th, 2020