

## Gender Pay Gap Report 2021

The UK's general working population breaks down as 52% men and 48% women.<sup>1</sup>

By comparison the NHS has a high female emphasis (76% women, 24% men).<sup>2</sup> In this context CARE has an extraordinarily high female emphasis (88% women, 12% men), however the percentage of men in our workforce has increased from 2020.

Given the nature of CARE's work, this ratio is understandable but such an underrepresentation of men and their concentration of roles does distort the picture as seen below, with some notes added for clarity:

On 5<sup>th</sup> April 2021:

Mean pay difference between men and women. <i>(The gap between the average pay of males and females across all roles within the organisation)</i>	55%
Median pay difference between men and women <i>(The gap between the middle pay point of males and females across all roles in the organisation).</i>	64%
Mean difference in bonuses paid to men and women	-3% *
Median difference in bonuses paid to men and women	9%

- At the snapshot date, of our relevant 487 employees, 428 or 88% were women and 59 or 12% were men.
- 76% of our male employees were Directors, Doctors or in IT and Embryology. This percentage has decreased since 2020 as we have recruited male employees into a wider range of roles.
- In April 2021 most of our male employees fell in to our upper salary quartile which is made up of 73% women and 27% men.
- \*The mean difference in bonus has decreased from 36% to -3%.
- Bonus payment detail refers to all employees in the snapshot date that were paid a bonus in the 12 months ending 5<sup>th</sup> April 2021.

### The proportion of men and women receiving a bonus. \*

\*Any male or female employee at the snapshot date that was paid a bonus in the 12 months ending 5 April 2021.

Men	70%
Women	78%

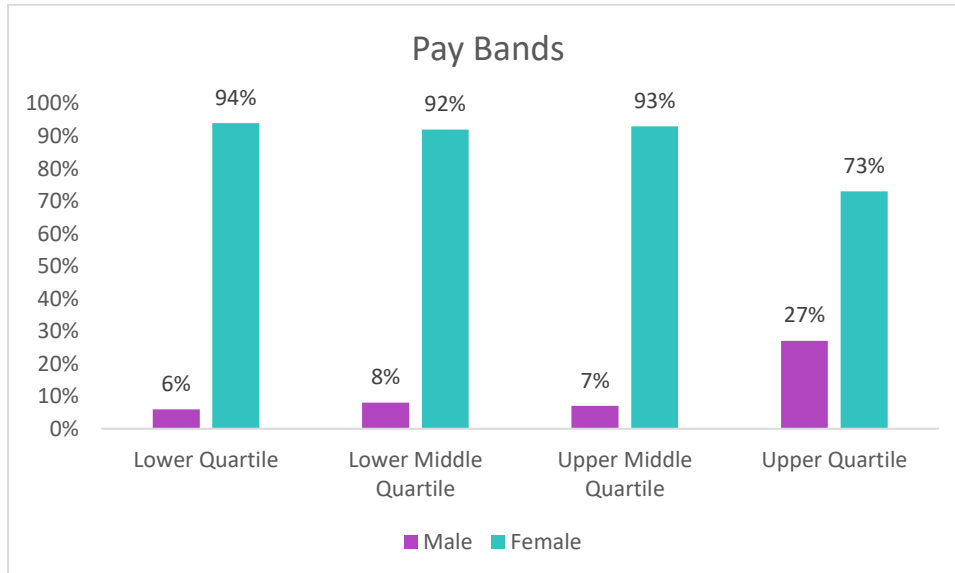
<sup>1</sup> England population in employment aged 16+. Office for National Statistics.

<sup>2</sup> NHS Workforce Statistics – September 2021 (Including supplementary analysis on pay by ethnicity) [NHS Workforce Statistics - September 2021 \(Including selected provisional statistics for October 2021\) - NHS Digital](#) Equality and diversity in NHS trusts and CCGs September 2021.

## CARE Pay Bands

(25% of workforce in each)

If you split pay across the organisation into four equal pay bands the following table shows the proportion of men and women in each band:



### Interpreting the Data

As an organisation our gender pay gap continues to head in the right direction, with the gap closing year on year and we remain committed to continuing to narrowing the gap.

The mean and median gender pay gaps can mainly be explained by the observation that while men make up 12% of the workforce, they make up 6% of the lowest paid quartile and 27% of the highest paid quartile. Since 2020 there has been an increase in the percentage of men in both the lower and upper middle quartile, whilst there has been a decrease in the percentage of men in our upper quartile.

Despite men making up just 12% of the workforce, 56% of our male workforce are in the upper quartile of which 42% are directors or doctors, whose salaries are not comparative to the rest of the organisation. In the past this number was at 81%. We continue investing and progressing the careers of our female employees to our most senior roles.

## **Conclusion**

As stated above the CARE statistics are unusual in that it is hard to think of an organisation with a similar female/male ratio.

That being said we must strive to set a good example by:

- Focusing on developing and progressing our female employees to be current and future leaders.
- Encouraging flexible working for individuals at all levels within the organisation.
- Increasing our childcare benefits to support families.
- Ensure conscious and unconscious bias is understood by all employees at CARE.
- Constantly reviewing our hiring practices and the workplace environment to ensure not only women, but all those in under-represented groups have equal opportunities to progress.
- Starting with transparency in our recruitment processes by sharing salaries on job adverts.

I can confirm that the data contained within this report is accurate.

David Burford, CEO

March 2022