



# GENDER PAY GAP REPORT

## 2017/18

Care  Visions  
Group

## Gender Pay Gap Report - Overview

As an employer with more than 250 staff, Care Visions Group Limited is required to undertake Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This applies to both employers in the public and the private sectors and requires them to publish the data from six calculations that show the difference between the average earnings of men and women in our organisation.

The Gender Pay Gap is not the same as the duties of an employer in the Equality Act relating to Equal Pay. The Gender Pay Gap is the percentage difference between average hourly earnings for men and women regardless of the position held. In April 2017, the Office for National Statistics stated that across the United Kingdom, on average men earned just over **18%** more than women.

The Gender Pay Gap is different from Equal Pay, which requires organisations to ensure that men and women are paid the same for doing the same work or work of equal value.

At Care Visions Group Limited, our workforce is representative of the care sector as a whole where statistics show there are significantly more female employees than male employees. The recent data released from the Scottish Social Services Council (“SSSC”) shows that in 2016 the gender split of the workforce related to Residential Childcare in Scotland was made up with 69% of females and 31% of males.

At Care Visions Group Limited, our gender split across the organisation is noted below:

	% FEMALE	% MALE
Children’s Services (all roles, Inc. sessional workers)	79	21

Care Visions Group Limited has a good representation of females within our senior management and middle management roles, as shown below:

	% FEMALE	% MALE
Senior Management and Middle Management Roles (Inc. Executive Management)	72	28

Within our Residential, Fostering and Business Support Services, our gender split is as follows:

	<b>% FEMALE</b>	<b>% MALE</b>
Residential Care Workers	80	20
Fostering Staff	83	17
Business Support	75	25

We are confident that employment practice at Care Visions Group Limited means that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender.

## Gender Pay Gap Report – Our Statistics

### **Gender Pay Gap**

On reviewing our gender pay gap, we are pleased to report that as of the snapshot date of 5 April 2017, both our mean pay gap and median pay gap are well below the UK average of around 18%, as shown below:

	<b>Mean Pay Gap (%)</b>	<b>Median Pay Gap (%)</b>
	-11.9	1.2

The mean pay gap shows that on average females in Care Visions Group Limited earned a higher hourly rate than males.

### **Gender Bonus Pay Gap**

Care Visions Group Limited did pay bonuses during this reporting period and the gender split between those who received bonuses is shown below:

	<b>% of Females</b>	<b>% of Males</b>
Those who Received Bonus Payments	68	32

The mean and median pay gaps as they relate to bonus payments are shown below:

	<b>Mean Pay Gap (%)</b>	<b>Median Pay Gap (%)</b>
	5.6	50.0

## Gender Pay Gap – Pay Quartiles

When analysing the pay gap and what may be impacting on it, we need to look at the pay quartiles which are set out by the Government Equalities Office. These quartiles are calculated by taking all male and female full pay relevant employees across the whole organisation and dividing them equally into four pay bands.

	Lower Quartile (%)	Lower Middle Quartile (%)	Upper Middle Quartile (%)	Upper Quartile (%)
Female	86.7	71.1	80	76.4
Male	13.3	28.9	20	23.6

The above is indicative of the Care Sector in general and our overall staff split outlined at the start of this report, with our workforce being made up of 79% females and 21% males. We would have anticipated a general split of this manner and this also demonstrates a level of consistency of genders across all the pay bands in the organisation.

## Gender Pay Gap Report – Our Findings and the Next Steps

While we are confident that our pay practices mean that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender, we have as required, excluded the information of 11 staff members who were not receiving full pay during the reporting period (05 April 2017), due to maternity leave or long-term sickness. All staff, with one exception, were female. Had these staff been included in the calculations our median gender pay gap would have been 0.8% rather than 1.2%.

Care Visions Group Limited supports flexible working practices for our staff where possible, but we acknowledge that the majority of these are being taken up by the female members of our workforce, who also generally take up the part-time or sessional roles within the organisation. A high proportion of these roles fall into our lower quartiles. We will continue examine ways in which we can promote flexible working practices for all employees, while appropriately delivering services.

Other areas that can impact on the results include the participation levels in our salary sacrifice scheme for Childcare Vouchers. During this reporting period we had more female participants than male with a split of 1.54% females participating and 0.25% males. We have subsequently made efforts to further promote the scheme and have seen a small upturn in male participation.

Over the coming year, Care Visions Group Limited will continue to commit to equal opportunities and diversity for all within the organisation, and as such, we are providing Equality and Diversity Training for all employees with line management responsibilities, to further enhance their understanding and skill set in this area.

We will continue to ensure that our recruitment practices are fair and transparent and where possible we will promote that recruitment panels are of mixed gender to ensure a fair balance.

It is acknowledged that in the sector as a whole, there are fewer males who view care work as a career choice. We will continue to promote career opportunities for both genders in and will look to improve how we recruit staff, promoting careers within the care sector, and particularly at Care Visions Group Limited, as being viable career options for males, and encourage applications from males for posts at all levels of the organisation.

## Gender Pay Gap Report – Final Statement

As an organisation committed to its employees and the equality and diversity of its workforce, we are pleased to show that our mean and median gaps are well below the national average, and if we included the employees who were excluded they would be further reduced.

We are committed to the fair and equal treatment of all our workforce and applicants, and welcome and celebrate the diversity of our workforce.

Our aim is to recruit, train, promote and reward based on merit and irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or on grounds of part-time status.

We will continue to take all steps necessary to continue to promote gender pay equality and look for ways to further improve our processes and policies to achieve this.



Cathy Jamieson  
Chief Executive Officer, Children's Services

March 2018