

Gender Pay Gap Report 2019

The Fremantle Trust is a registered charity and not-for-profit business providing first class care and support services for over 1,100 older people and adults with learning disabilities. Our 1,500 dedicated and highly professional employees work for the people who use our services.

As an employer with more than 250 relevant employees, The Fremantle Trust is legally required to publish gender pay gap information on an annual basis to show how large the pay gap is between our male and female colleagues.

The gender pay gap differs from equal pay. The gender pay gap shows the differences in the average pay/earnings between men and women regardless of their position, whereas equal pay requires that men and women who carry out the same jobs, similar jobs or work of equal value are paid equally. Therefore, the existence of a pay gap does not necessary indicate that men are paid more than women for performing the same role.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and is based on the snapshot date of 5 April 2019 and bonuses paid in the year to 5 April.

Mandatory metrics

- The mean gender pay gap is 6.2% (8.6%, 2018) & (13.5%, 2017)
- The median gender pay gap is 2.6% (8.6%, 2018) & (6.9%, 2017)
- The mean gender bonus gap is -73.9% (-165.5%, 2018) & (0%, 2017)
- The median gender bonus gap is 0% (50%, 2018) & (0%, 2017)
- The percentage of:
 - male employees receiving a bonus is 12.4% (9.4%, 2018) & (0%, 2017)
 - female employees receiving a bonus is 11.5% (6.9%, 2018) & (1.7%, 2017)
- Pay quartiles percentages:

Band	Males	Females	Description
A (Lower Quartile)	14.9% (12.4%, 2018) (12.5%, 2017)	85.1% (87.6%, 2018) (87.5%, 2017)	Includes all colleagues whose standard hourly rate places them at or below the lower quartile (below 25% of the bottom data) and therefore the lowest paid
B (Lower Middle Quartile)	15.9% (15.8%, 2018) (12.8%, 2017)	84.1% (84.2%, 2018) (87.2%, 2017)	Includes all colleagues whose standard hourly rate places them above the lower quartile (25% to below 50% of the data) but at or below the median
C (Upper Middle Quartile)	17.8% (20.6%, 2018) (14.5%, 2017)	82.2% (79.4%, 2018) (85.5%, 2017)	Includes all colleagues whose standard hourly rate places them above the median but at or below the upper quartile (50% to below 75% of the data)
D (Upper Quartile)	18.7% (19.5%, 2018) (19.5%, 2017)	81.3% (80.5%, 2018) (80.5%, 2017)	Includes all colleagues whose standard hourly rate places them above the upper quartile (above 75% of the data) and therefore the highest paid

Understanding the Gender Pay Gap 2019

The largest percentage of our workforce is made up of significantly more female than male colleagues, the majority of who work in our frontline care and support roles. They predominantly work part-time with built-in flexibility to suit our business and providing opportunity for shifts to be worked around family commitments; typically, these roles fall within the lower quartile (with a range of up to £8.84 per hour). This workforce profile reflects the nature of the Social Care sector.

The percentage of male employees does increase throughout the remaining quartile bandings and there has been a steady increase of male colleagues in the lower quartiles over the last three years. We will therefore be continuing to look at ways of attracting more men into frontline care and support roles.

Whilst mean averages are useful to give a good overall indication of the gender pay gap, very large or small pay rates can dominate and distort the result. Through detailed analysis we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, but is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

Our gender pay gap is therefore largely caused by the structure of our workforce. In particular we have a small number of male colleagues in professional, management and leadership roles within our Business Support Centre which attract higher salaries, and this is where we see the greatest gender pay gap of 16%.

The gender pay gap at the Business Support Centre has reduced since 2018 by 10.9%. This can be attributed to the increase in the number of females employed. In addition, of the males employed, more than 40% of them are in the top end of Band D whereas only 22% of the females are in roles paid at this level.

Business Area	Mean gender pay gap (%)	Mean gender pay gap (£)
All employees	6.2% (8.6%, 2018) (13.5%, 2017)	£0.77 (£1.09, 2018) (£1.86, 2017)
Business Support Centre	16% (26.9%, 2018) (19.7%, 2017)	£3.90 (£6.74, 2018) (£4.74, 2017)
Learning Disability Services	-1.9% (-3.0%, 2018) (7.4%, 2017)	-£0.21 (-£0.34, 2018) (£0.96, 2017)
Older People Services	1.5% (3.2%, 2018) (10.7%, 2017)	£0.17 (£0.37, 2018) (£1.37, 2017)

The Trust does not routinely pay bonuses, however for the purpose of Gender Pay Reporting it is necessary for us to include and report on commission payments and other types of individual payment awards.

We have therefore reported on the small number of recognition awards paid as part of our Agency Reduction Strategy and it should be noted that recipients of these awards were selected entirely randomly. Given that over 80% of the workforce is female the gender bonus gap will skew towards females. Retention awards are paid to female colleagues to encourage continuing employment following maternity leave and these have also been included. And finally, three sales orientated roles attract commission payments; these roles are all held by females and the negative bonus pay gap arises because the only bonuses paid in April 2019 were in relation to these individuals.

Addressing the Gender Pay Gap

It is the Trust's policy that all employment decisions and in particular those relating to recruitment, remuneration and internal promotional opportunities are based on an individual's skills, values and performance. We are committed to providing equal employment opportunities for all employees and applicants. We encourage our employees to develop their careers within the Trust. Career development is supported by our learning and development initiatives and career pathways, all of which will underpin our commitment to our gender pay gap.

We are continuing to do everything we can to reduce the gap through multiple initiatives and this includes:

- Active involvement and promotion of the Department of Health and Social Care National Recruitment Campaign;
- On-going review and implementation of recruitment attraction methodologies;
- Embracing social media platforms and incorporating video content into website, recruitment advertising campaigns and social media;
- Promoting flexible working arrangements, for example term-time working, variation to standard shift times and patterns, annualised and compressed hours;
- Investigating transportation links and transportation options for homes and services in remote locations;
- Engaging with local schools, colleges and universities to raise people's awareness of career opportunities within the care sector, dispelling misconceptions and stereotypes; and
- Role benchmarking and evaluation.

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

Sara Livadeas
Chief Executive

Date: 23rd March 2020