

Gender Pay Gap Report 2022

The Fremantle Trust is a registered charity and not-for-profit business providing care and support services for over 1,000 older people and adults with learning disabilities. Our 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 2022 and bonuses paid in the year to 5 April.

The data is based on employees that were in paid employment on the snapshot date. Any employees on reduced pay due to ill health, maternity, paternity, or any leave have been excluded.

Mandatory metrics

- The mean gender pay gap is 4.57% (6.7%, 2021), (8.3%, 2020), (6.2%, 2019), (8.6%, 2018) & (13.5%, 2017)
- The median gender pay gap is 1.51% (2%, 2021), (1%, 2020), (2.6%, 2019), (8.6%, 2018) & (6.9%, 2017)

Pay quartiles percentages:			
Band	Males	Females	Description
A (Lower Quartile)	22.8% (17.1%, 2021) (18.9%, 2020) (14.9%, 2019) (12.4%, 2018) (12.5%, 2017)	77.2% (82.9%, 2021) (81.1%, 2020) (85.1%, 2019) (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)	17.4% (16.4%, 2021)	82.6% (83.6%, 2021)	Includes all colleagues whose standard hourly rate places them above the lower quartile (25% to below 50% of the data)

	(15.8%, 2020) (15.9%, 2019) (15.8%, 2018) (12.8%, 2017)	(84.2%, 2020) (84.1%, 2019) (84.2%, 2018) (87.2%, 2017)	but at or below the median
C (Upper Middle Quartile)	18.8% (21.2%, 2021) (14.6%, 2020) (17.8%, 2019) (20.6%, 2018) (14.5%, 2017)	81.2% (78.8%, 2021) (85.4%, 2020) (82.2%, 2019) (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)	22% (20.4%, 2021) (21.9%, 2020) (18.7%, 2019) (19.5%, 2018) (19.5%, 2017)	78% (79.6%, 2021) (78.1%, 2020) (81.3%, 2019) (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
All bands	20.2% (181)	79.8% (714)	All Employees

- The mean gender bonus gap is -32.77% (-280%, 2021), (3.8%, 2020), (-73.9%, 2019), (-165.5%, 2018) & (0%, 2017)
- The median gender bonus gap is 0% (0%, 2021), (0%, 2020), (0%, 2019), (50%, 2018) & (0%, 2017)
- The percentage of:
 - male employees receiving a bonus is 61.7% (2.5%, 2021), (11.8%, 2020), (12.4%, 2019), (9.4%, 2018) & (0%, 2017)
 - female employees receiving a bonus is 62.4% (3.3%, 2021), (9.8%, 2020), (11.5%, 2019), (6.9%, 2018) & (1.7%, 2017)

Understanding the Gender Pay Gap 2022

Our workforce is made up of significantly more female than male colleagues (79.8%). This is consistent across all the quartiles, yet we have continued to see the gap reduce year on year.

The highest contributor to our overall mean pay gap is the upper quartile with **5.85** percentage points. This means that the upper quartile contributes 5.85 percentage points of the 4.57% mean pay gap whereas the lower quartile contributes 1.74 percentage points.

The reduction in the all employees gender pay gap is driven largely by the Older People Services mean pay gap (-7.2%). This means it contributes -7.2 percentage points of the overall 4.7% mean pay gap.

Within the Business Support Centre, we see an increase from 2021 and this is where we see our greatest gender pay gap of 1.07%. This is attributed to a small number of changes in a small group of employees. Due to the small number of employees within Business Support Centre, a small change in gender employment will have a bigger effect on the percentage change. Posts held by male colleagues nearly all fall in the top end of the upper quartile where specific roles within the Executive and Leadership team attract higher salaries.

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.

Business Area	Mean gender pay gap (%)	Mean gender pay gap (£)
All Employees	4.57% (6.7%, 2021) (8.3%, 2020); (6.2%, 2019); (8.6%, 2018); (13.5%, 2017)	£1.03 (£0.80, 2021) (£0.99, 2020); (£0.77, 2019); (£1.09, 2018); (£1.86, 2017)
Business Support Centre	13.07% (11.2%, 2021) (7.5%, 2020); (16%, 2019); (26.9%, 2018); (19.7%, 2017)	£3.31 (£2.69, 2021) (£1.71, 2020); (£3.90, 2019); (£6.74, 2018); (£4.74, 2017)
Learning Disability Services	11.17% (-3.8%, 2021) (-0.3%, 2020); (-1.9%, 2019); (-3.0%, 2018); (7.4%, 2017)	£2.83 (-£0.41, 2021) (-£0.03, 2020); (-£0.21, 2019); (-£0.34, 2018); (£0.96, 2017)
Older People Services	-2.68% (3.8%, 2021) (0.5%, 2020); (1.5%, 2019); (3.2%, 2018); (10.7%, 2017)	-£0.55 (£0.41, 2021) (£0.05, 2020); (£0.17, 2019); (£0.37, 2018); (£1.37, 2017)

Bonuses paid were related to employee referral bonuses, new starter bonuses, a recognition Bonus, which was funded by Local Authorities for specific services and a small number of bonuses recognising additional responsibilities undertaken to the normal role.

Retention awards are paid to female colleagues to encourage continuing employment following maternity leave and these have also been included. And finally, two sales orientated roles attract commission payments; these roles are held by females.

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:

- 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;
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- 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.

Signed:



Date: 31st March 2023

Job Title: Chief Executive