

Gender Pay Gap – March 2019

Introduction

Organisations with 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap shows the difference between the average earnings of men and women regardless of the job role being carried out. This is different to pay differences between men and women who carry out the same or similar job.

This document aims to explain the reasons for the gender pay gap and sets out the actions implemented since the snapshot date of 31st March 2019 and further planned actions.

Background

Independence and Well Being Enfield Limited is wholly owned by Enfield Council and provides adult social care services.

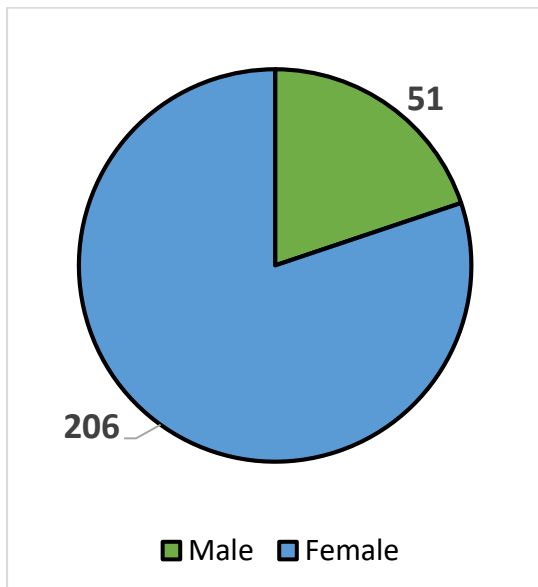
Staff have the same employment terms and conditions as Enfield Council staff. Salaries are based on and paid as per the National Joint Council Local Government pay scales. Staff do not receive any bonus payments.

Gender Pay Gap

| Pay rates | Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay) | Gender pay gap - women's pay as a percentage of men's pay | Hourly rate of women | Hourly rate of men | Difference £ |
|--|--|---|----------------------|--------------------|--------------|
| Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100 | 7.7% | 92.3% | £13.03 | £14.11 | -£1.08 |
| Median hourly rate (as above calc but for median hourly rates) | 15.2% | 84.8% | £11.32 | £13.35 | -£2.03 |

| Pay Quartile Information | | | | Workforce composition | | |
|---|-------|-----|-------|-----------------------|---------------|-----------------|
| Pay quartiles | Women | Men | Total | Women headcount | Men headcount | Total headcount |
| Proportion of women and men in the upper quartile (paid above the 75th percentile point) | 80% | 20% | 100% | 51 | 13 | 64 |
| Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point) | 69% | 31% | 100% | 45 | 20 | 65 |
| Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median) | 91% | 9% | 100% | 58 | 6 | 64 |
| Proportion of women and men in the lower quartile (paid below the 25th percentile point) | 81% | 19% | 100% | 52 | 12 | 64 |

Workforce

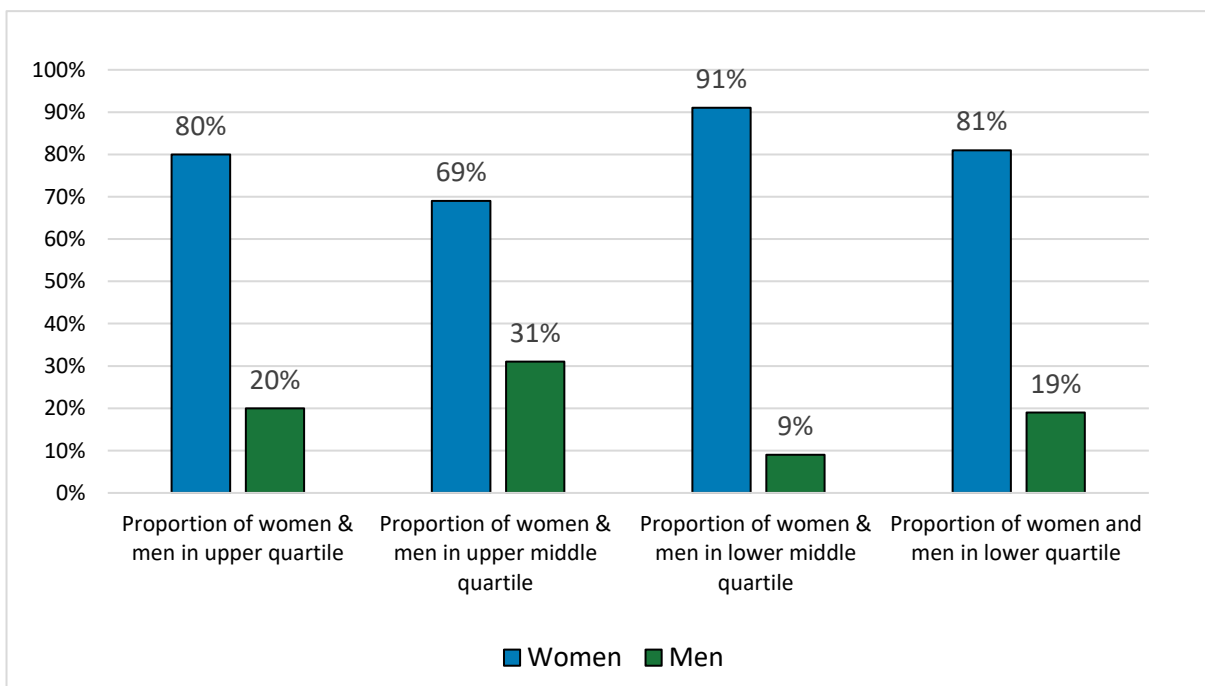


Female staff make up 80% of the total workforce and are in the majority of the frontline care roles which sit mainly within the lower middle and lower quartiles.

91% of the roles in the lower middle quartile are carried out by women.

81% of roles in the lower quartile are carried out by women.

Female staff have historically occupied frontline care roles within the company. At the snapshot date of 31st March 2019, eleven of the fourteen Senior Manager and Team Manager roles were occupied by women.



The range between the lowest and highest paid women is wider than the men. The percentage of women in the Lower Middle and Lower Quartiles is a higher proportion of the total female workforce when compared with the male workforce. Please refer to the chart below.

| Gender | Total Headcount by Gender | Total Headcount in Lower Middle & Lower Quartile by Gender | %age within their respective gender category in the Lower Middle & Lower Quartile |
|---------------|----------------------------------|---|--|
| Female | 206 | 110 | 53% |
| Male | 51 | 18 | 35% |

Actions since snapshot date of 31st March 2019

- 13 female staff transferred into the organisation from another care provider during 2018. Harmonisation of their salaries took place from April 2019 to bring them onto Local Government terms and conditions.
- 5 female staff started in roles during 2019/20 which will fall into the Upper quartile.