

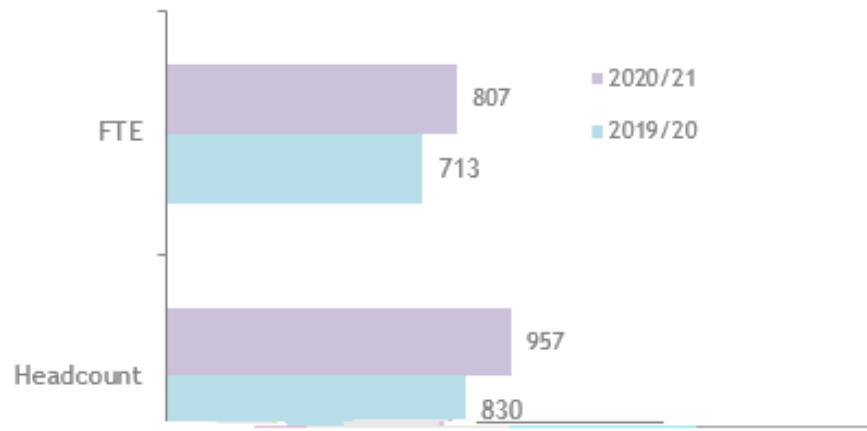
# Gender Pay Gap 2021 Report

## Introduction

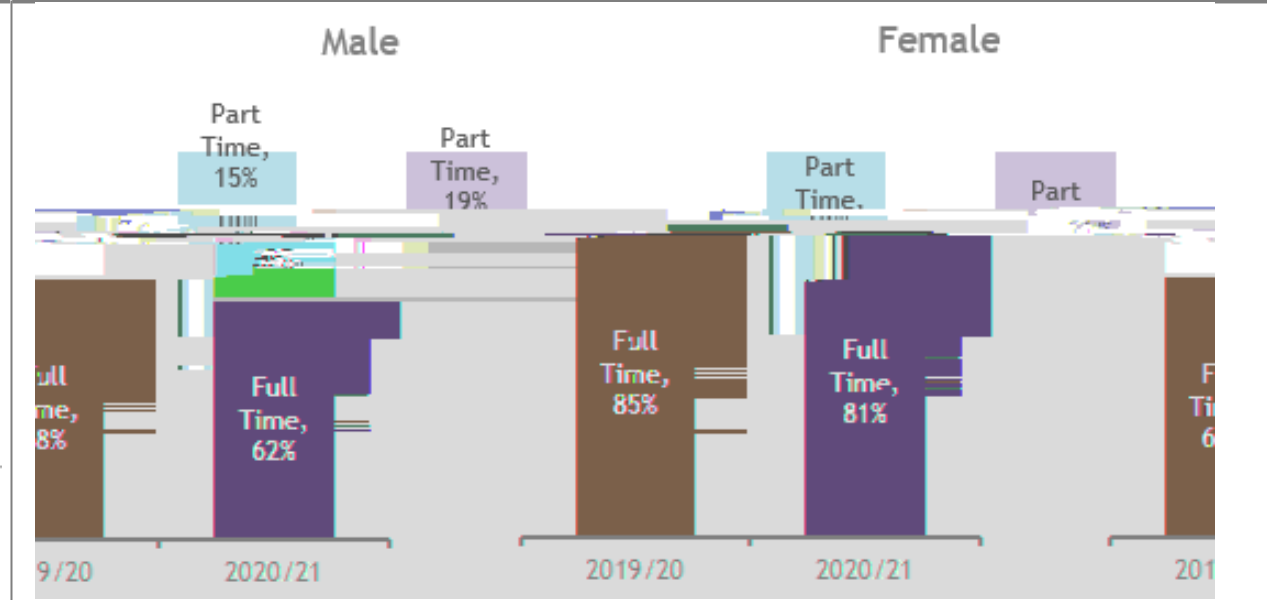
Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Worcestershire Children First (WCF) is required to publish Gender Pay Gap data annually. The data provided must be based on pay as at 31st March from the preceding year (i.e., 31st March 2021 for the 2022 submission).

A Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to pay and choices of men and women within the workplace. It is not a measure of equal pay i.e., whether men and

## FTE/Headcount



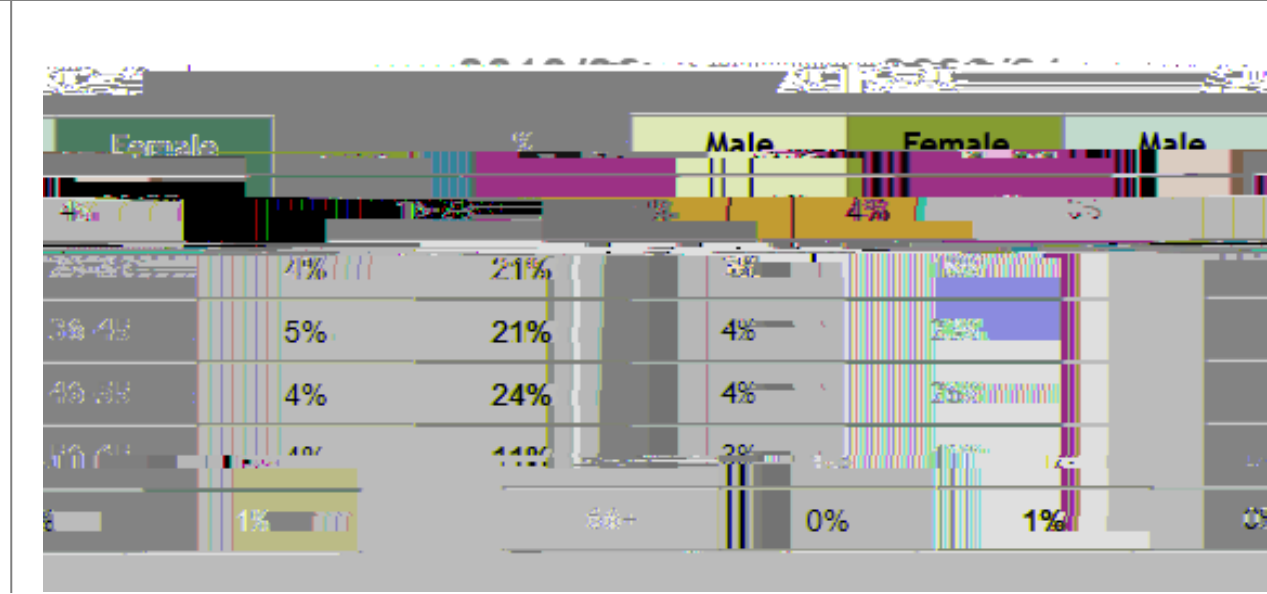
## Full/Part Time



## Gender



## Age



## Overall Gender Pay Gap- Hourly Pay Rates

Gender pay gap is an equality measure to show the difference in average earnings between men and women.

Gender pay gap differs from equal pay; it is unlawful to pay people who perform the same (or similar) duties differently because they are male or female.

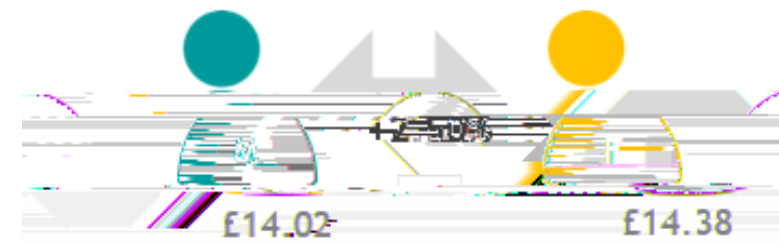
Everyone performing the same role at Worcestershire Children First is paid the same grade irrespective of their gender.

### Mean (average hourly rate of pay)



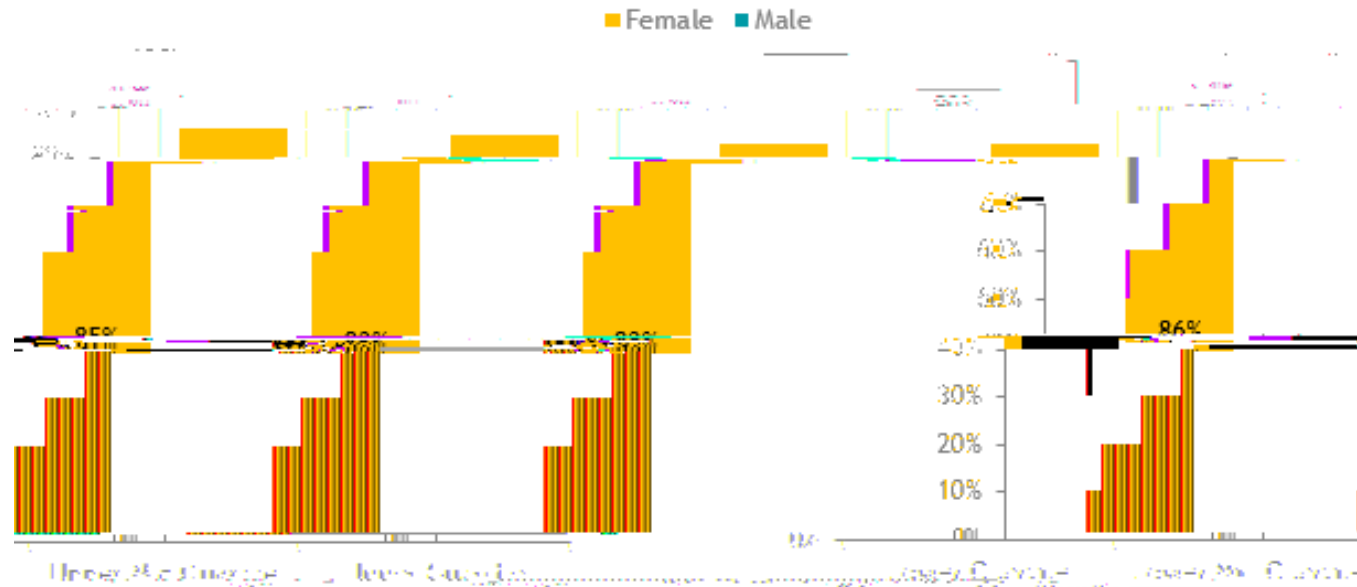
There is a 1.81% (£0.32) pay gap between the mean hourly rate of men and women.

### Median (middle hourly rate of pay)



There is a 2.50% (£0.36) pay gap between the median hourly rate of men and women.

## Proportion Male/Female by Pay Band Quartiles



There are more female than male employees across all quartiles, reflecting Worcestershire & KLO Q I U H V W X Y Z R U N I R U F H

## Bonus Pay Gap

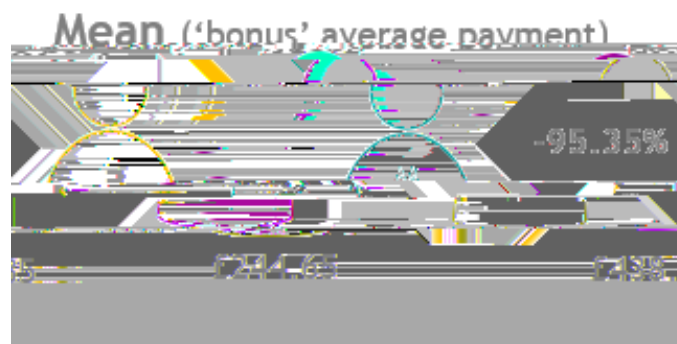
It is important to note that the Worcestershire Children First does not operate any performance related pay or bonus scheme.

However, in accordance with guidance for bonus definitions in the gender pay gap measure includes the recruitment and retention payments in hard to fill roles such as social workers and long service awards (generally paid in the form of vouchers).

The mean average bonus involves adding in the preceding 12 months, and then dividing the relevant totals by the number of males and females who received bonus pay.

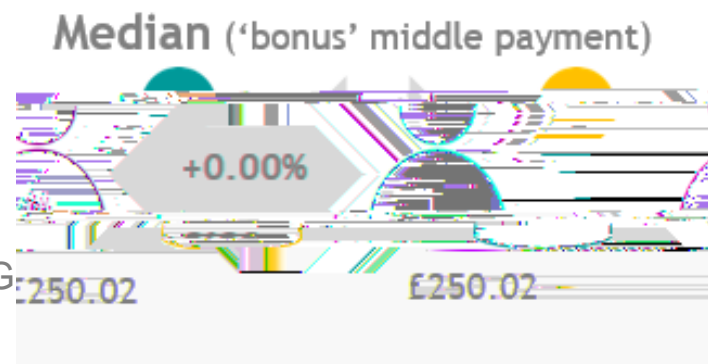
amounts and not full time equivalents, so this means there is no link between hours worked.

and this distorts these figures.



There is a -95.35% (£214.20) gap between the mean bonus pay of men and women.

There were no male social workers entitled to recruitment bonus payments over the last year.



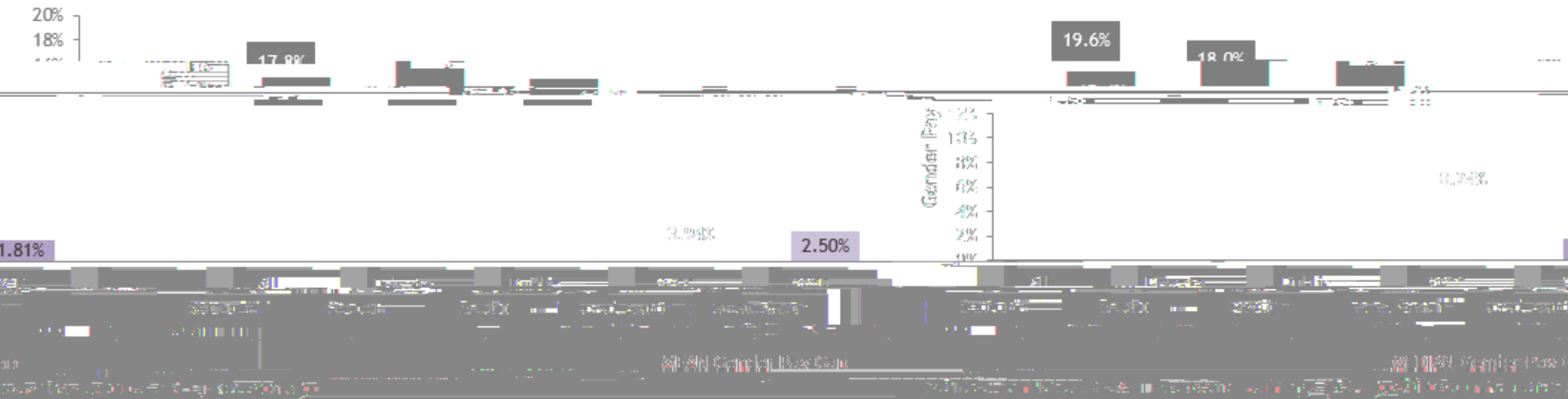
There is a 0.00% (£0.00) gap between the median bonus pay of men and women.



12.77% of men and 21.49% of women received a bonus.

There are more female than male social workers which is where the majority of bonuses are paid.

## Pay Gap Benchmarking



## Other Organisations Averages

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.

Worcestershire Children First data compares favorably when benchmarked against the 2021 national gender pay gap of 14.9%\*(mean) and 15.4%\*(median), and the public sector where the gender pay gap was 14.8%\*(mean) and 18.0%\*(median).

## Summary

As an organisation we are committed to creating an inclusive working environment, we are pleased to show that:

- ‡ Our mean (1.81%) and median (2.50%) pay gaps are significantly below the national average.
- ‡ Our workforce across all services and across male and female workers can access part time working.
- ‡ Of our Management roles 20% were males and 80% were females.
- ‡ Of our Senior Management roles 24% were males and 76% were females, a minor change from March 2020.
- ‡ Of our top 20 highest paid employees at WCF in March 2021, 18 were female an increase of 3 from 15 in March 2020.

This continues to be achieved through:

- ‡ Our recruitment and selection procedures that are designed to ensure that applicants are not discriminated against and that we recruit from as wide a pool as possible. This inclusive approach helps to ensure we receive as many applications as possible from women at all levels of the organisation.
- ‡ The company has a range of policies and working practices to promote and sustain work life balance including various flexible working patterns e.g., part -time, flexi -time, home working.
- ‡ Focusing on our management / leadership and professional development for our staff.
- ‡ The redrawing of spinal pay points, including higher increases to the lower pay points in order to close the gap with National Living Wage forecasts. As there are proportionately more female employees in the bottom rate grade points this will positively impact more women than men with further impact being seen in next years figures once the national pay award is agreed.

# Gender Pay Gap 2021

## Clarification of Terms

### WORKFORCE PROFILE

This is a snapshot of Worcestershire Children First employees as at the 31<sup>st</sup> March 2021.

### HEADCOUNT

Headcount is defined as the number of filled posts. It is possible for an individual to be employed in more than one role; in which case they will be counted twice.

### FULL TIME EQUIVILANT (FTE)