

COMPTON CARE GENDER PAY GAP STATEMENT 2021

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Compton Care, along with other organisations over 250 staff, to publish our gender pay gap annually.

The gender pay gap is defined as the difference in the average earning of men and women over a defined time period, regardless of role or seniority.

We are publishing data on the mean and median salary pay gap and the proportion of male and female staff in each pay quartile. As we do not pay any of our staff bonuses the requirement on reporting relating to pay gaps and bonus payments is not relevant to Compton Care.

THE 'SNAP SHOT' OF DATA USED FOR THESE CALCULATIONS
WAS TAKEN IN APRIL 2021.

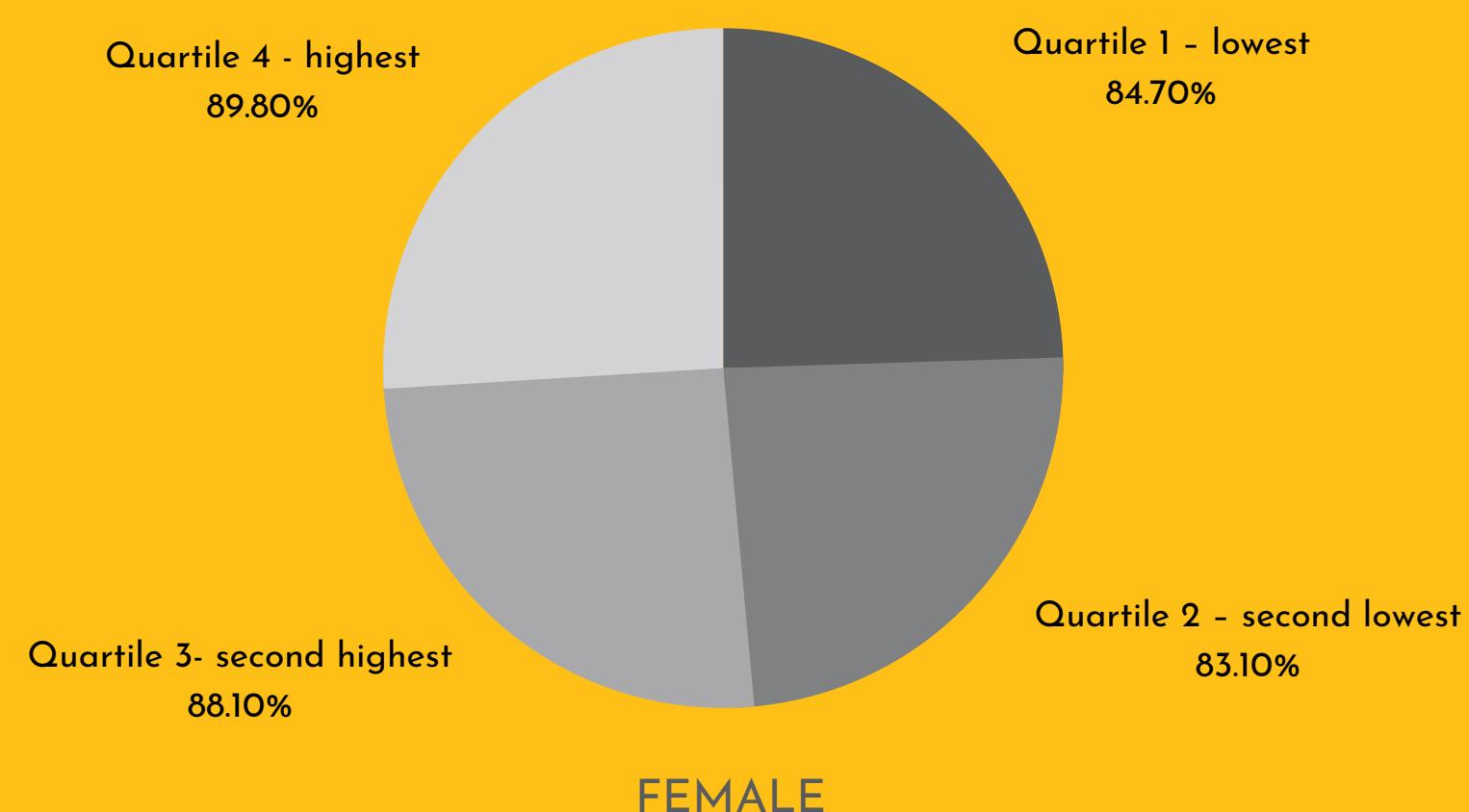
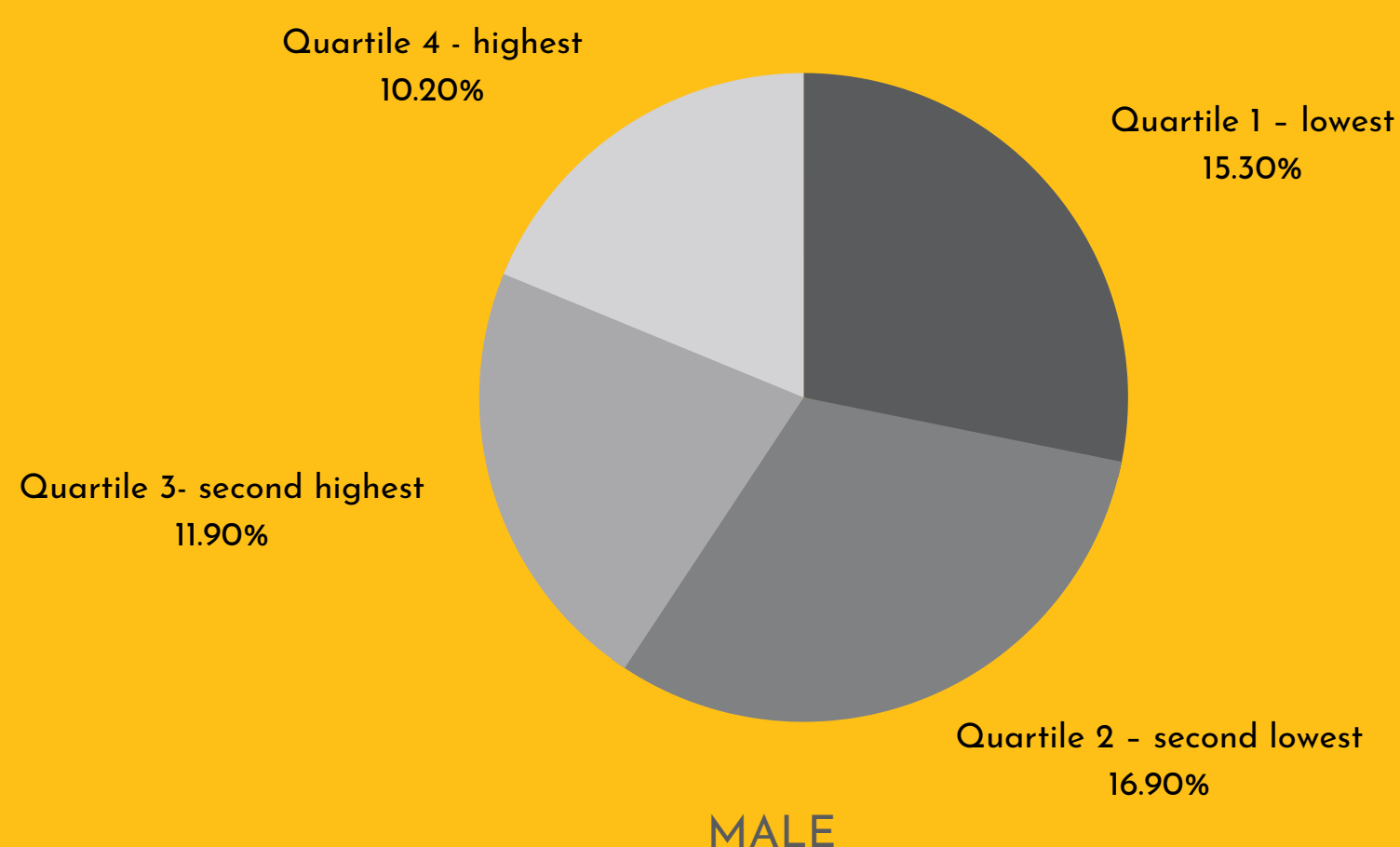
OF A TOTAL OF 236 STAFF
204 IDENTIFIED AS FEMALE AND 32 IDENTIFIED AS MALE.



Mean Gender pay gap -1.2%

Median Gender pay gap 11.3%

Gender pay split by quartiles



THIS 'SNAP SHOT' OF DATA IS REFLECTIVE OF OUR WORKFORCE WHICH IS COMPRISED OF 86.44% FEMALE AND 13.56% MALE EMPLOYEES.

THIS IS PREDOMINATELY DRIVEN BY THE ENVIRONMENTAL AND HISTORICAL FACTOR OF OCCUPATIONS MORE TRADITIONALLY PERFORMED BY WOMEN AND IS CONSISTENT WITHIN THE SECTOR.

Introduction

This is a Compton Care report on Gender Pay Gap in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires companies of over 250 employees to report. This report provides a summary on the data reported in conjunction with a brief explanation of what the data shows. At the beginning of April 2021, we had 269 employees of which only 236 meet the criteria around reporting.

Summary

The main indicators show the Mean as women employed by Compton Care are paid less favourably to men by 1.2%.

The Median Gender Pay Gap within Compton Care is 11.3% in favour of females.

In the pay reference period of 12 months preceding April, no employees received a bonus.

Gender Pay Gap Report

Although we have a predominately female workforce, the men in our workforce are in roles that attract a higher salary. Our lower salary grades are either in care which is female dominated or retail again a female dominated profession.

Commentary

There are several factors that have a bearing on the data, some of these are discussed briefly below but are not in any specific priority order.

Nature of the business

The main businesses of Compton Care are:

- Provision of care
- Retail
- Fundraising

The provision of care is a very female oriented workforce. We also find that many women work in both retail and fundraising. The highest number of professionals working within Compton Care work in our care services and therefore there are many more female professionals within the workforce than male. There are only two areas of our operations where there are more male employees than female: one is within the facilities team and the other is the retail transport team.

Sector of the business

Compton Care operates in the charitable sector. The organisation does not therefore have high rates of pay. This may not make the organisation attractive to primary earners.

- Nature of employment opportunities

To attract workers, the organisation adopts many family-friendly policies, meaning there are a lot of part-time roles available. These may be of greater interest to primary carers in our community, who are predominantly female.

- Recruitment and promotion practices

Compton Care also adopts equal opportunities practices in its recruitment process and in the promotion of staff. It is an individual's ability to carry out the role that determines selection for appointment and promotion, rather than any characteristics that the individual may have (whether prohibited under the equality act or not) including gender.

- Remuneration policies and practices

Compton Care operates a job evaluation process which is based on non-discriminatory factors and therefore we are confident that all the workforce is paid appropriately for the work they do regardless of gender.

- Proposed actions

It remains desirable to attract more male employees across all our services. However, nursing and care, and palliative care in particular, do not appear to attract many male workers and we will always be recruiting from a pool of eligible workers that are predominantly female.

Note

Furlough will have affected our Gender Pay Gap - it will have eliminated many of our lower paid female workforce in retail and this will have impacted on our median pay gap. It will also be the reason for the significant change in our figures between 2020 and 2021.