



# GENDER PAY GAP REPORT 2019/2020

Care  Visions  
Group

## Gender Pay Gap Report - Overview

As an employer with more than 250 staff, Care Visions Group Limited is required to undertake Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This applies to both employers in the public and the private sectors and requires them to publish the data from six calculations that show the difference between the average earnings of men and women in our organisation.

The Gender Pay Gap is not the same as the duties of an employer in the Equality Act relating to Equal Pay. The Gender Pay Gap is the percentage difference between average hourly earnings for men and women regardless of the position held. In April 2017, the Office for National Statistics stated that across the United Kingdom, on average men earned just over 18% more than women.

The Gender Pay Gap is different from Equal Pay, which requires organisations to ensure that men and women are paid the same for doing the same work or work of equal value.

At Care Visions Group Limited, our workforce is representative of the care sector as a whole where statistics show there are significantly more female employees than male employees. The recent data released from the Scottish Social Services Council (“SSSC”) shows that in 2018 there was a very high proportion of female staff in the Care Sector with only around one in six being male. The gender split of the workforce directly related to Residential Childcare in Scotland was made up of 70% females and 30% males.

At Care Visions Group Limited, our gender split across the organisation as of the relevant date of 05 April 2019 is noted below:

	% FEMALE	% MALE
Children’s Services (all roles, Inc. sessional workers)	76	24

This sees a slight increase in our male staff from the previous year which reflects the fact we have been promoting the importance that male carers have within the residential care setting as role models for our young people with the view of having more balanced staff teams in our services where appropriate.

Care Visions Group Limited has a good representation of females within our senior management and middle management roles, as shown below:

	% FEMALE	% MALE
Senior Management and Middle Management Roles (Inc. Executive Management)	75	25

We are confident that employment practices at Care Visions Group Limited means that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender.

## Gender Pay Gap Report – Our Statistics

### **Gender Pay Gap**

On reviewing our gender pay gap, we are pleased to report that as of the snapshot date of 5 April 2019, both our mean pay gap and median pay gap for full-pay relevant employees are well below the UK Office of National Statistics provision of Gender Pay Gap figures for Scotland as shown below:

	Mean Pay Gap (%)	Median Pay Gap (%)
Scotland – All Occupations	13	14.4
Scotland – Health and Social Care Associate Professionals	7.1	-2.4
Care Visions Group Limited	0	0.6

The mean gender pay gap is the difference between the average hourly pay for women and for men.

The median gender pay gap is the difference between the midpoints of average hourly pay for women and for men.

Full-Pay Relevant Employees exclude those who were on a form of leave at the time of the snapshot date and did not receive their full pay for that reason.

These figures have changed slightly from 2018, where the Mean Pay Gap this year has reduced from 2.5 to 0 with no gap between genders. The median pay gap between genders has increased slightly from the previous year with males earning £0.08 more than females, which may be a result from an increase in the recruitment of males and the number of females excluded from the full-pay relevant employees due to maternity leave and other forms of leave.

### **Gender Bonus Pay Gap**

Care Visions Group Limited did pay bonuses during this reporting period and the gender split between those who received bonuses is shown below:

	% of Females	% of Males
Those who Received Bonus Payments	0.4	0

The mean and median pay gaps as they relate to bonus payments are shown below:

	Mean Pay Gap (%)	Median Pay Gap (%)
	0	0

## **Gender Pay Gap – Pay Quartiles**

When analysing the pay gap and what may be impacting on it, we need to look at the pay quartiles which are set out by the Government Equalities Office. These quartiles are calculated by taking all male and female full pay relevant employees across the whole organisation and dividing them equally into four pay bands.

	<b>Lower Quartile (%)</b>	<b>Lower Middle Quartile (%)</b>	<b>Upper Middle Quartile (%)</b>	<b>Upper Quartile (%)</b>
Female	68.8	82.5	77.5	73.8
Male	31.2	17.5	22.5	26.2

The above is indicative of the Care Sector in general and our overall staff split outlined at the start of this report, with our workforce being made up of 76% females and 24% males. We would have anticipated a general split of this manner, and this also demonstrates a level of consistency of genders across all the pay bands in the organisation.

## **Gender Pay Gap Report – Our Findings and the Next Steps**

While we are confident that our pay practices mean that all staff are paid in accordance with the salary scales applicable to their role and qualification status regardless of gender we have, as required, excluded the information of 10 staff members who were not receiving full pay during the reporting period (05 April 2019), due to maternity leave or long-term sickness. All staff, with the exception of one, were female. Had these staff been included in the calculations on their regular hours and salary, their information would have had the effect of reducing the Mean Pay Gap percentage of 0.6%.

Care Visions Group Limited supports flexible working practices for our staff where possible, but we acknowledge that the majority of these are being taken up by the female members of our workforce, who also generally take up the part-time or sessional roles within the organisation. This data also impacts the Gender Pay Gap Report. At the snapshot date of 05 April 2019, 47% of our staff were on a part-time contract, 83% of these were female who requested part-time hours for a work-life balance and to suit their own personal commitments. 15% of our roles are filled by sessional staff, again the majority of whom are female. Care Visions will continue to look at ways in which we can promote and support flexible working practices for all employees, while appropriately delivering services.

Care Visions are committed to ensuring that our recruitment practices are fair and transparent and where possible we will promote that recruitment panels are of mixed gender to ensure a fair balance.

It is acknowledged that in the Social Care sector as a whole, there are fewer males who view the care sector as a career choice. We will continue to promote career opportunities for both genders in and will look to improve how we recruit staff, promoting careers within the care sector, and particularly at Care Visions Group Limited, as being viable career options for males, and encourage applications from males for posts at all levels of the organisation.

## Gender Pay Gap Report – Final Statement

As an organisation committed to its employees and the equality and diversity of its workforce, we are pleased to show that our mean and median gaps are well below the Scottish average, and the average quoted for health and social care.

We are committed to the fair and equal treatment of all our workforce and applicants, and welcome and celebrate the diversity of our workforce.

Our aim is to recruit, train, promote and reward based on merit irrespective of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation or on grounds of part-time status.

We will continue to take all steps necessary to continue to promote gender pay equality and look for ways to further improve our processes and policies to achieve this.



Sharon Boniface  
Chief Executive Officer, Children's Services

June 2021

- Note: the publication of this report was delayed due to the COVID-19 Pandemic.