

Gender Pay Gap Report 2020

FOR CARE VISIONS CHILDREN'S SERVICES



CARE VISIONS CHILDREN'S SERVICES | BREMNER HOUSE | CASTLE BUSINESS PARK | STIRLING | FK9 4TF

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 which requires organisations to ensure that men and women are paid the same for doing the same work or work of equal value. The Gender Pay Gap is the percentage difference between average hourly earnings for men and women regardless of the position held. In October 2019, the Office of National Statistics published its latest figures on the gender pay gap between men and women using median hourly earnings and found that the gender pay gap in the United Kingdom was 8.9% among full-time employees and 17.3% among all employees, citing that more women work in part-time jobs which are lower paid.

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 2020 there was a very high proportion of female staff in the Care Sector with only around one in six being male this has remain unchanged from recent years. 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 2020 is noted below:

	% FEMALE	% MALE
Children’s Services (all roles, Inc. sessional workers)	73	27

This sees a slight increase in our male staff from the previous year which reflects the fact we continue to promote 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 and at the same time continue to promote that a career in care is not only for females.

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)	74	26

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 2020, 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 and that of the provisional data set for health and social care professionals in the UK:

	Mean Pay Gap (%)	Median Pay Gap (%)
Pay Gap in Scotland – Combined Figure (all women/all men) for 2020	10.4	10.9
Office of National Statistics Provisional Data for UK for Health and Social Care Associated Professionals	11.3	7.4
Care Visions Group Limited	4.3	1.1

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, including furlough leave, at the time of the snapshot date and did not receive their full pay for that reason.

These figures have changed slightly from 2019, where the Median Pay Gap this year has increased from 0.6 to 1.1. The median pay gap between genders has increased slightly from the previous year with males earning £0.16 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, furlough leave and other forms of leave. This increase also ties in with the 3% increase in the number of males employed.

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	1.3	0

The mean and median pay gaps were calculated but have not been shown as there was no gap and were not applicable for this report.

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.

	Lower Quartile (%)	Lower Middle Quartile (%)	Upper Middle Quartile (%)	Upper Quartile (%)
Female	84	68	72	74.7
Male	16	32	28	25.3

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 73% females and 27% 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 11 staff members who were not receiving full pay during the reporting period, due to maternity leave, long-term sickness or a period of furlough leave. All staff excluded were female.

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 2020, 54% of our staff were on a part-time contract which has increased by 7% from the previous year. 78% of these were female who requested part-time hours for a work-life balance, to support a return to college/university or to suit their own personal commitments. 19% of our roles are filled by sessional staff, again the majority of whom are female which make up 14% of the sessional workforce. 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 and will look to improve how we recruit staff, promoting careers within the care sector 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 in the UK.

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

September 2021