

Gender Pay Gap Report 2023

FOR CARE VISIONS CHILDREN'S SERVICES



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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.

On 1 November 2023, 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 7.7% among full-time employees and 14.3% among all employees, citing that more women work in part-time jobs which, by comparison with full time jobs, have lower hourly median pay. Data shows that in 2023, approximately 86% of male employees were in full-time jobs compared with 61% of female employees. (Office for National Statistics (ONS), released 1 November 2023, ONS website, statistical bulletin, Gender pay gap in the UK: 2023)

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 at the end of 2022, the total headcount in Residential Child Care in Scotland was 8,230 with 2,450 of those working in the private sector. The gender split of the workforce directly related to Residential Childcare in Scotland was made up of 67% females and 28% males with 5% not identifying their gender.

At Care Visions Group Limited, our gender split across the organisation, as of the relevant date of 05 April 2023, is noted below:

	% FEMALE	% MALE
Children's Services (all roles, Inc. sessional workers)	75	25

While this is reflective of the split of those applying for roles, there is a slight shift in the figures above compared to 2022, we have increased our male population by 2%. 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.

Our figures do show that we continue to have a higher proportion of females to males than what the SSSC data shows for 2022.

Care Visions Group Limited has a good representation of females within our senior management and middle management roles (Residential Service Managers and above), as shown below. These figures have not changed from last year.

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

Gender Pay Gap Report – Our Statistics

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 and our pay processes are applied fairly and consistently regardless of gender.

Gender Pay Gap

On reviewing our gender pay gap, we are pleased to report that, as of the snapshot date of 5 April 2023, our mean pay gap for **full-pay relevant** employees is comparable to that reported in Health and Social Care in the UK as a whole but is now slightly higher than that reported in Scotland. This may have been impacted by an increase in males in our workforce who generally take a higher number of contracted hours than women. It was also noted in the ONS report that Scotland is reducing its Gender Pay Gap quicker than other areas of the UK, predominantly this decrease is driven by the public sector.

Our median pay gap for **full-pay relevant** employees is well below the figures cited for both Scotland and the Department of Health and Social Care.

	Mean Pay Gap (%)	Median Pay Gap (%)
Based on the provisional 2023 report from the ONS on Gender Pay Gap by Region (ASHE Report) the Scottish Gender Pay Gap is cited as:	6.5	8.3
Department for Health and Social Care – Gender Pay Gap Report 2023	8.3	9.1
Care Visions Group Limited	8.5	2.3

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. We have also included sessionals in this report

but their information has been calculated as average hours and average earnings over the preceding 12 weeks up to the snapshot date.

The median pay gap between genders has increased slightly from the previous year with males now earning £0.38 more than females where in 2022 it was £0.30, which may be a result from an increase in our male headcount and the number of females who are either on sessional or part-time contracts to accommodate their work-life balance. We also had 12 females excluded from the full-pay relevant employees due to maternity leave and other forms of leave, where as only 1 male was excluded.

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:

	% FEMALE	% MALE
Those receiving a Bonus Payment	0.8	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.

	Lower Quartile (%)	Lower Middle Quartile (%)	Upper Middle Quartile (%)	Upper Quartile (%)
Female	84	71.6	70.4	76.2
Male	16	28.4	29.6	23.8

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 75% females and 25% 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 12 staff members who were not receiving full pay during the reporting period, due to maternity leave or long-term absence. Out of the staff excluded 11 were female and only one was male which would also have impacted our reported figures.

Care Visions Group Limited supports and promotes flexible working practices for all 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 figures in our Gender Pay Gap Report.

At the snapshot date of 05 April 2023, just over 54% of our staff were on a part-time contract, which has increased by 3% from the previous year. Out of the 54% of staff, 82% of these were female who requested part-time hours for a work-life balance, to support family commitments, a return to college/university or to suit their own personal commitments. We also have 18% of workers included in this report who have chosen a sessional contract for similar reasons to those already stated, 82% of these are females.

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 to the young people we look after.

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 and are reflective of our workforce.

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 gap is well below both 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
March 2024