

Bolton Cares Gender Pay Gap: 2017

Introduction

Bolton Cares is committed to equality of opportunity and treatment for its employees and for the local people who use our services. Our commitment is set out in our Equality Policy, which is available on the Bolton Cares website at <http://www.boltoncares.org.uk/equalities>.

Like other large businesses, Bolton Cares is required to publish information about the gap in pay between men and women who work for the company. Bolton Cares is also required to publish information about how many men and women are employed in low, middle and high paid jobs in the business. The regulations also require companies to report bonus payments for men and women but Bolton Cares does not operate a bonus scheme for any of its employees.

The information published about Bolton Cares on the Government's gender pay gap information service is available at <https://gender-pay-gap.service.gov.uk/Viewing>.

The information published on the Government website is a snapshot based on the people employed by Bolton Cares on the 31st March 2017. The next set of gender pay gap information that companies are required to submit will be for 31st March 2018.

Companies are only required to report the gap in pay between the men and women if they have more than 250 employees.

Bolton Cares is organised into three companies:

- Bolton Cares Limited
- Bolton Cares (A) Limited
- Bolton Cares (B) Limited

Only Bolton Cares (A) Limited has more than 250 employees so gender pay gap information for Bolton Cares Limited and Bolton Cares (B) Limited is not published on the Government's website.

However, we think it is important that information is available for all employees who work for the Bolton Cares companies, irrespective of the part of the business that they work in. Therefore, this report presents information for Bolton Cares (A) Limited (Appendix 1) and also aggregate data for all employees who work for any of the three Bolton Cares companies (Appendix 2).

What The Data Tells Us

Bolton Cares (A) Limited

As at 31st March 2017:

- The company employed far more women than men. 80.5% of the workforce was female.
- 75% of employees in middle management and senior support worker posts were women.
- There were more men in senior management roles than women. For example, Service managers and team leaders.
- There were no significant differences in pay between men and women in low paid and middle paid jobs (lower, lower middle and upper middle quartiles).
- The overall difference in the mean average pay between men and women working for Bolton Cares was 4.6%.
- The overall difference in the median average pay between men and women working for Bolton Cares was 1.5%.

Bolton Cares Overall

As at 31st March 2017:

- The company employed far more women than men. 80.5% of the workforce was female.
- 75% of employees in middle management and senior support worker posts were women.
- There were more men in senior management roles than women. For example, the Chief Executive, Service managers and team leaders.
- There were no significant differences in pay between men and women in low paid and middle paid jobs (lower, lower middle and upper middle quartiles).
- The overall difference in the mean average pay between men and women working for Bolton Cares was 8.5%.
- The overall difference in the median average pay between men and women working for Bolton Cares was 1.9%.

Interpretation

As an equal opportunity employer, our recruitment and selection policy is fairly and consistently applied to ensure equality of opportunity for all, to value diversity and encourage men and women to apply equally for all roles and progression within the organisation.

All of the Bolton Cares companies make use of a job evaluation scheme which ensures that men and women are paid equally for undertaking the same work. The rate for the job is based on the role and responsibilities of the post, irrelevant of the post holder's gender.

There are no instances of men and women who work for Bolton Care being paid different rates of pay for the same work. For this reason, there is no significant pay differential between men and women in low to middle paid roles, i.e. in the lower, lower middle and upper middle quartiles.

The difference in pay between men and women who work for Bolton Cares results from the fact that, as at 31st March 2017, the company employed more men in senior management roles than women.

Further action to eliminate the gender pay gap

As the analysis shows, the gender pay gap within Bolton Cares is inherently caused by the fact that there were more men in senior roles within the organisation on 31st March 2017.

Since 31st March 2017, there has been a significant, planned turnover in the workforce with around 25% of employees taking voluntary retirement and choosing to leave the company as part of a planned process. This turnover has been particularly marked for senior managers and many of the posts that were occupied by men at the 31st March 2017 are now occupied by women. With the exception of the Chief Executive, all of the senior managers within Bolton Cares are female.

This change is expected to result in an overall reduction in the pay differential between men and women by the time of the next gender pay gap snapshot on 31st March 2018.

The company will review its gender pay gap for 2018 and will examine the impact of the recruitment of more women to senior management roles.

The company's commitment will also continue to ensure policies and procedures, including recruitment and retention practices, career development opportunities and job evaluation processes are fair and transparent.

Appendix 1: Gender Pay Gap Data for Bolton Cares (A) Limited

Overall – All Employees

Gender	Mean	Median
Female	£10.38	£9.60
Male	£10.89	£9.74
Difference	£0.51	£0.14
GPG	4.6%	1.5%

Gender	Count	% of All
Female	346	80.7%
Male	83	19.3%
Total	429	100.0%

Upper Quartile

Gender	Mean	Median
Female	£13.30	£12.10
Male	£13.99	£11.95
Difference	£0.69	-£0.15
GPG	4.9%	-1.2%

Gender	Count	% of Quartile	% of All
Female	79	75.2%	18.4%
Male	26	24.8%	6.1%
Total	105	100.0%	24.5%

Upper Middle Quartile

Gender	Mean	Median
Female	£10.59	£10.46
Male	£10.60	£10.68
Difference	£0.01	£0.22
GPG	0.1%	2.1%

Gender	Count	% of Quartile	% of All
Female	91	84.3%	21.2%
Male	17	15.7%	4.0%
Total	108	100.0%	25.2%

Lower Middle Quartile

Gender	Mean	Median
Female	£9.19	£9.15
Male	£9.20	£9.18
Difference	£0.01	£0.03
GPG	0.1%	0.3%

Gender	Count	% of Quartile	% of All
Female	85	78.7%	19.8%
Male	23	21.3%	5.4%
Total	108	100.0%	25.2%

Lower Quartile

Gender	Mean	Median
Female	£8.76	£8.94
Male	£8.71	£8.94
Difference	-£0.05	£0.00
GPG	-0.5%	0.0%

Gender	Count	% of Quartile	% of All
Female	91	84.3%	21.2%
Male	17	15.7%	4.0%
Total	108	100.0%	25.2%

Appendix 2: Gender Pay Gap information for All Bolton Cares Employees.

Includes all employees working for Bolton Cares Limited, Bolton Cares (A) Limited and Bolton Cares (B) Limited.

Overall – All Employees

Gender	Mean	Median
Female	£10.45	£9.60
Male	£11.42	£9.79
Difference	£0.97	£0.19
GPG	8.5%	1.9%

Gender	Count	% of All
Female	347	80.5%
Male	84	19.5%
Total	431	100.0%

Upper Quartile

Gender	Mean	Median
Female	£13.55	£12.13
Male	£15.53	£11.97
Difference	£1.98	-£0.16
GPG	12.7%	-1.3%

Gender	Count	% of Quartile	% of All
Female	80	74.8%	18.6%
Male	27	25.2%	6.3%
Total	107	100.0%	24.8%

Upper Middle Quartile

Gender	Mean	Median
Female	£10.59	£10.46
Male	£10.60	£10.68
Difference	£0.01	£0.22
GPG	0.1%	2.1%

Gender	Count	% of Quartile	% of All
Female	91	84.3%	21.1%
Male	17	15.7%	3.9%
Total	108	100.0%	25.1%

Lower Middle Quartile

Gender	Mean	Median
Female	£9.19	£9.15
Male	£9.20	£9.18
Difference	£0.01	£0.03
GPG	0.1%	0.3%

Gender	Count	% of Quartile	% of All
Female	85	78.7%	19.7%
Male	23	21.3%	5.3%
Total	108	100.0%	25.1%

Lower Quartile

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Gender	Count	% of Quartile	% of All
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