

# Bolton Cares Gender Pay Gap: 2018

## 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 31<sup>st</sup> March 2018. The next set of gender pay gap information that companies are required to submit will be for 31<sup>st</sup> March 2019.

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 2018:

- The company employed far more women than men. 83.5% of the workforce was female, up from 80.5% in 2017.
- The overall difference in the mean average pay between men and women working for Bolton Cares was 2.2%, down from 4.6% in 2017.
- The overall difference in the median average pay between men and women working for Bolton Cares was 1.1%, down from 1.5% in 2017.
- There is a disproportionately low number of men in the company's lowest paid (Grade 3) care worker roles.
- There were more women in senior management roles than men.
- Average pay for women in lower paid jobs was less than for men. This is because of the transfer to Bolton Cares of six extra care schemes with many low paid female employees. These employees remained on their old terms and conditions until part way through 2018, when they moved onto Bolton Cares terms and conditions.
- Average rates of pay for employees in higher paid roles were greater for women than for men. This is because there are more women in senior management roles than men.

### Bolton Cares Overall

As at 31st March 2018:

- The company employed far more women than men. 83.7% of the workforce was female, up from 80.5% in 2017.
- The overall difference in the mean average pay between men and women working for Bolton Cares was 6.9%, down from 8.5% in 2017.
- The overall difference in the median average pay between men and women working for Bolton Cares was 1.3%, down from 1.9% in 2017.
- 82.9% of employees in middle management and senior support worker posts were women, up significantly from 75% in 2017.
- There were more women in senior management roles than men.

- Average pay for women in lower paid jobs was less than for men. This is because of the transfer to Bolton Cares of six extra care schemes with many low paid female employees. These employees remained on their old terms and conditions until part way through 2018, when they moved onto Bolton Cares terms and conditions.

## 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, pay differentials between men and women are very low in all parts of the workforce.

The difference in pay between men and women who work for Bolton Cares results mainly from the fact that, as at 31st March 2018, the company employed a large number of low paid women in extra care services which had transferred to Bolton Cares from other care providers.

This group of employees were transferred to Bolton Cares in July 2017 and remained on their old rates of minimum wage pay until July 2018 when they were transferred onto Bolton Cares rates of pay and terms and conditions. In July 2018, this group of extra care staff received a pay rise of approximately 15%.

We anticipate that the pay differential between men and women in our lowest paid roles will be eliminated in 2019 as a result of steps that have already been taken.

## 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 women in low paid roles within the organisation on 31<sup>st</sup> March 2018.

The company has acted to address this issue by moving low paid staff in extra care onto a better rate of pay and a better set of employment terms and conditions, so we anticipate that the pay differential between men and women will further reduce in 2019 and will be eliminated entirely for our lowest paid employees.

During 2018 there was a significant turnover of senior managers within the service. A number of men occupying senior roles have left the organisation and have been replaced by women.

Three quarters of the senior roles in the organisation are now occupied by women. This change has resulted in a 50% reduction in the gender pay gap within Bolton Cares and was predicted in our 2017 gender pay gap report.

The company's commitment to equal opportunities will 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	£10.09	£9.25
Male	£10.31	£9.36
<b>Difference</b>	<b>£0.22</b>	<b>£0.11</b>
<b>GPG</b>	<b>2.2%</b>	<b>1.1%</b>

Gender	Count	% of All
Female	384	83.5%
Male	76	16.5%
<b>Total</b>	<b>460</b>	<b>100.0%</b>

### Upper Quartile

Gender	Mean	Median
Female	£13.18	£11.99
Male	£12.48	£11.88
<b>Difference</b>	<b>-£0.71</b>	<b>-£0.12</b>
<b>GPG</b>	<b>-5.7%</b>	<b>-1.0%</b>

Gender	Count	% of Quartile	% of All
Female	89	76.7%	19.3%
Male	27	23.3%	5.9%
<b>Total</b>	<b>116</b>	<b>100.0%</b>	<b>25.2%</b>

### Upper Middle Quartile

Gender	Mean	Median
Female	£9.91	£9.85
Male	£9.80	£9.57
<b>Difference</b>	<b>-£0.11</b>	<b>-£0.28</b>
<b>GPG</b>	<b>-1.1%</b>	<b>-3.0%</b>

Gender	Count	% of Quartile	% of All
Female	97	84.3%	21.1%
Male	18	15.7%	3.9%
<b>Total</b>	<b>115</b>	<b>100.0%</b>	<b>25.0%</b>

### Lower Middle Quartile

Gender	Mean	Median
Female	£9.19	£9.21
Male	£9.19	£9.22
<b>Difference</b>	<b>£0.01</b>	<b>£0.01</b>
<b>GPG</b>	<b>0.1%</b>	<b>0.1%</b>

Gender	Count	% of Quartile	% of All
Female	95	82.6%	20.7%
Male	20	17.4%	4.3%
<b>Total</b>	<b>115</b>	<b>100.0%</b>	<b>25.0%</b>



### Lower Quartile

Gender	Mean	Median
Female	£8.56	£8.75
Male	£8.80	£9.05
<b>Difference</b>	<b>£0.24</b>	<b>£0.30</b>
<b>GPG</b>	<b>2.7%</b>	<b>3.3%</b>

Gender	Count	% of Quartile	% of All
Female	103	89.6%	22.4%
Male	12	10.4%	2.6%
<b>Total</b>	<b>115</b>	<b>100.0%</b>	<b>25.0%</b>

## 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	£10.16	£9.25
Male	£10.91	£9.37
<b>Difference</b>	<b>£0.76</b>	<b>£0.12</b>
<b>GPG</b>	<b>6.9%</b>	<b>1.3%</b>

Gender	Count	% of All
Female	394	83.7%
Male	77	16.3%
<b>Total</b>	<b>471</b>	<b>100.0%</b>

### Upper Quartile

Gender	Mean	Median
Female	£13.53	£12.00
Male	£14.37	£11.88
<b>Difference</b>	<b>£0.84</b>	<b>-£0.12</b>
<b>GPG</b>	<b>5.8%</b>	<b>-1.0%</b>

Gender	Count	% of Quartile	% of All
Female	93	78.8%	19.7%
Male	25	21.2%	5.3%
<b>Total</b>	<b>118</b>	<b>100.0%</b>	<b>25.1%</b>

### Upper Middle Quartile

Gender	Mean	Median
Female	£9.93	£9.87
Male	£9.86	£9.57
<b>Difference</b>	<b>-£0.07</b>	<b>-£0.30</b>
<b>GPG</b>	<b>-0.7%</b>	<b>-3.2%</b>

Gender	Count	% of Quartile	% of All
Female	97	82.9%	20.6%
Male	20	17.1%	4.2%
<b>Total</b>	<b>117</b>	<b>100.0%</b>	<b>24.8%</b>

### Lower Middle Quartile

Gender	Mean	Median
Female	£9.19	£9.21
Male	£9.19	£9.22
<b>Difference</b>	<b>£0.01</b>	<b>£0.01</b>
<b>GPG</b>	<b>0.1%</b>	<b>0.1%</b>

Gender	Count	% of Quartile	% of All
Female	95	80.5%	20.2%
Male	23	19.5%	4.9%
<b>Total</b>	<b>118</b>	<b>100.0%</b>	<b>25.1%</b>

### Lower Quartile

Gender	Mean	Median
Female	£8.53	£8.70
Male	£8.80	£9.05
<b>Difference</b>	<b>£0.26</b>	<b>£0.35</b>
<b>GPG</b>	<b>3.0%</b>	<b>3.8%</b>

Gender	Count	% of Quartile	% of All
Female	109	92.4%	23.1%
Male	9	7.6%	1.9%
<b>Total</b>	<b>118</b>	<b>100.0%</b>	<b>25.1%</b>