

# Royal Mencap Society

## Gender pay gap report 2018



We welcome the chance to present our gender pay gap report and to discuss our thoughts and plans for addressing it.

Whilst our gap is small, we know we can do more to ensure that all of our leaders are mindful of the equality impacts of their decisions in recruitment, development and promotion. This work will form part of our wider commitment to ensuring our values are lived and evidenced and to developing as a more diverse and inclusive organisation.

## Key analysis

This is the report for the Royal Mencap Society using the snapshot date of 5 April 2017. Royal Mencap does not operate a bonus scheme.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

<b>Mean (average) gender pay gap</b>	<b>4.5%</b>
<b>Median (mid-point) gender pay gap</b>	<b>2.5%</b>

<b>Band</b>	<b>Male</b>	<b>Female</b>	<b>Mean Gender Pay Gap</b>	<b>Median Gender Pay Gap</b>	<b>Description</b>
<b>A</b>	<b>22%</b>	<b>78%</b>	<b>-0.1%</b>	<b>0.0%</b>	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B</b>	<b>26%</b>	<b>74%</b>	<b>0.3%</b>	<b>0.2%</b>	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b>	<b>27%</b>	<b>73%</b>	<b>0.2%</b>	<b>0.4%</b>	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b>	<b>27%</b>	<b>73%</b>	<b>6.7%</b>	<b>0.0%</b>	Includes all employees whose standard hourly rate places them at or above the upper quartile

## **What are the underlying causes of Royal Mencap Society's gender pay gap?**

The significant majority of our colleagues are women (75% across the whole organisation). 80% of our roles are direct care and support roles for people with a learning disability; and those roles have historically attracted more women. There is almost no pay gap in our entry level roles, which make up the majority of the first 3 quartiles (A, B and C). This is positive.

The ratio of men to women is very similar across all of our roles, including the most senior, where 65% of roles are held by women. However, it is Quartile D where we have a pay gap; on the mean average women earn 6.7% less than men within this quartile. Roles in this quartile include some of our higher paid support roles right up to our executive team.

Our analysis of the pay gap has identified a key element being longevity in role. Many of our more senior managers have worked for us for many years and this does mean that some potential 'historical' biases towards males in such roles remain. Our current analysis tells us that over time this is changing and more recent appointments and promotions have a more equitable number of men and women, however, we do need to undertake further analysis.

More generally, we know that we have not had consistently mindful practice by our leaders to consider gender equality in their approaches to recruitment, development and promotion, and we cannot expect to improve unless we provide the right guidance and tools and make it clear that this is the expectation.

## **What are we doing at Royal Mencap to address our gender pay gap?**

We must consider equality impacts on women in the choices we make and not expect this to just happen. In doing that, we will also be mindful of the wider set of protected characteristics in our plans. Our action plan falls under several headings:

### **1. Further analysis**

We will undertake further analysis on the relative proportions of men and women in recruitment, appraisal scores, development and promotion opportunities, and whether there any insights to be gained in our exit interview data about what isn't working well currently. We will also undertake a review of our flexible working/family friendly policies, and the impact of working flexibly on opportunities for development/promotion.

### **2. New approaches/toolkits**

Using the analysis above, we will then target where we would like to roll out new organisational approaches and toolkits. This could look like an equality impact assessment toolkit, which we can add to recruitment and promotion activity. Done well such a toolkit can work very effectively with leaders as it starts to build a capability and awareness around diversity and inclusion.

### **3. Wider diversity/inclusion awareness**

We have existing plans to review our approach to awareness raising around diversity and inclusion. It is some time since we refreshed our approach to this. We will further integrate diversity and inclusion awareness into our existing training ensuring that our people not only understand the issues but also know how they can make a positive difference. We also plan to do specific development with our people who can have the greatest impact such as recruitment managers and our leaders. We will also develop spaces where our people can discuss these issues and support each other to bring about change, using tools like the online platform Yammer.

## Ongoing reporting

Royal Mencap is committed to reporting on an annual basis what we are doing in this area and our progress.

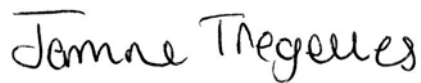
An easy read version of this report is available on our website.

We have shared our results widely with our colleagues and will continue to talk to and consult with them on how we can improve our practice.

Thank you for taking the time to read our report. Any enquiries can be directed via our PR team at [media@mencap.org.uk](mailto:media@mencap.org.uk) or call 020 7696 5414.

I, Janine Tregelles, Chief Executive, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink that reads "Janine Tregelles". The signature is written in a cursive, flowing style.

Date

Wednesday 17 January, 2018