



Gender pay gap report

2020-21



Message from our Chief Executive, Edel Harris

'We welcome the chance to present our gender pay gap report again and to continue the important conversation about plans for addressing inequality within our organisation. Although still relatively low, our mean pay gap has gone up slightly which is disappointing. In line with our value of being 'Brave', we really believe gender pay reporting is an important catalyst for change. We will share the results with our colleagues and will continue to talk with them about how we can improve our practice.'

Our pay gap

Our gender pay gap for 2020-21 is as follows:

0.4%
Median

5.2%
Mean

In Summary

- We are proud to have a small gender pay gap compared to the UK average.
- Mencap's pay gap rate is close to its immediate comparators in the sector.
- Our values are at the heart of everything we do, and we have a renewed commitment to championing diversity and inclusion within Mencap and the Social Care Sector.
- We are confident that the organisation's gender pay gap does not stem from paying men and women differently for the same or equivalent work.
- Our male/female balance or 'gender composition' is driven by very common 'gendered' roles within the sector (i.e. most service delivery is carried out by female colleagues).
- Like many other organisations, our gap is shaped by a small underrepresentation of women in senior and specialist management roles.
- We recognise that the gender pay gap is a result of a wide range of economic, cultural, social and educational factors. We know that these factors influence our internal culture, policies and practices.
- Our response to the gender pay gap is part of a larger, holistic approach to diversity and building inclusion. **For us this means reducing all forms of inequality at Mencap.**



Our Analysis

- Our Values are really important to us:

We are
Positive
in our work
and with each
other

We are
BRAVE
we challenge
and try new
things

We are
Passionate
about making
the world a
better place

We are
Inclusive
of everyone

We are
Kind
to everyone

- The UK Social Care sector is mostly made up of female employees and the sector is often considered to be low paid, low skilled work – which we absolutely do not agree with.
- Our gender pay gap is similar to peer organisations in the Health and Social Care Sector.
- Our gender pay gap for 2020/21 is as follows:
 - Mean 5.2%
 - Median 0.4%
- Based on the figures currently available for 2020-21, with over 500 companies reporting in December 2020-21, the mean national gender pay gap is 15.5%.

Gender pay gap for 2020-21

Mean:


5.2%
Mencap


15.5%
National

Median:


0.4%
Mencap


15.9%
National



● 75% of our colleagues are female.



25%
Male



75%
Female

Throughout our organisation, as a whole, women fill three quarters of roles. **We are proud to say that this is true at the very top.** Our top leadership here means everyone in the highest quartile of our pay gap data

All Mencap colleagues

75%
Female

25%
Male

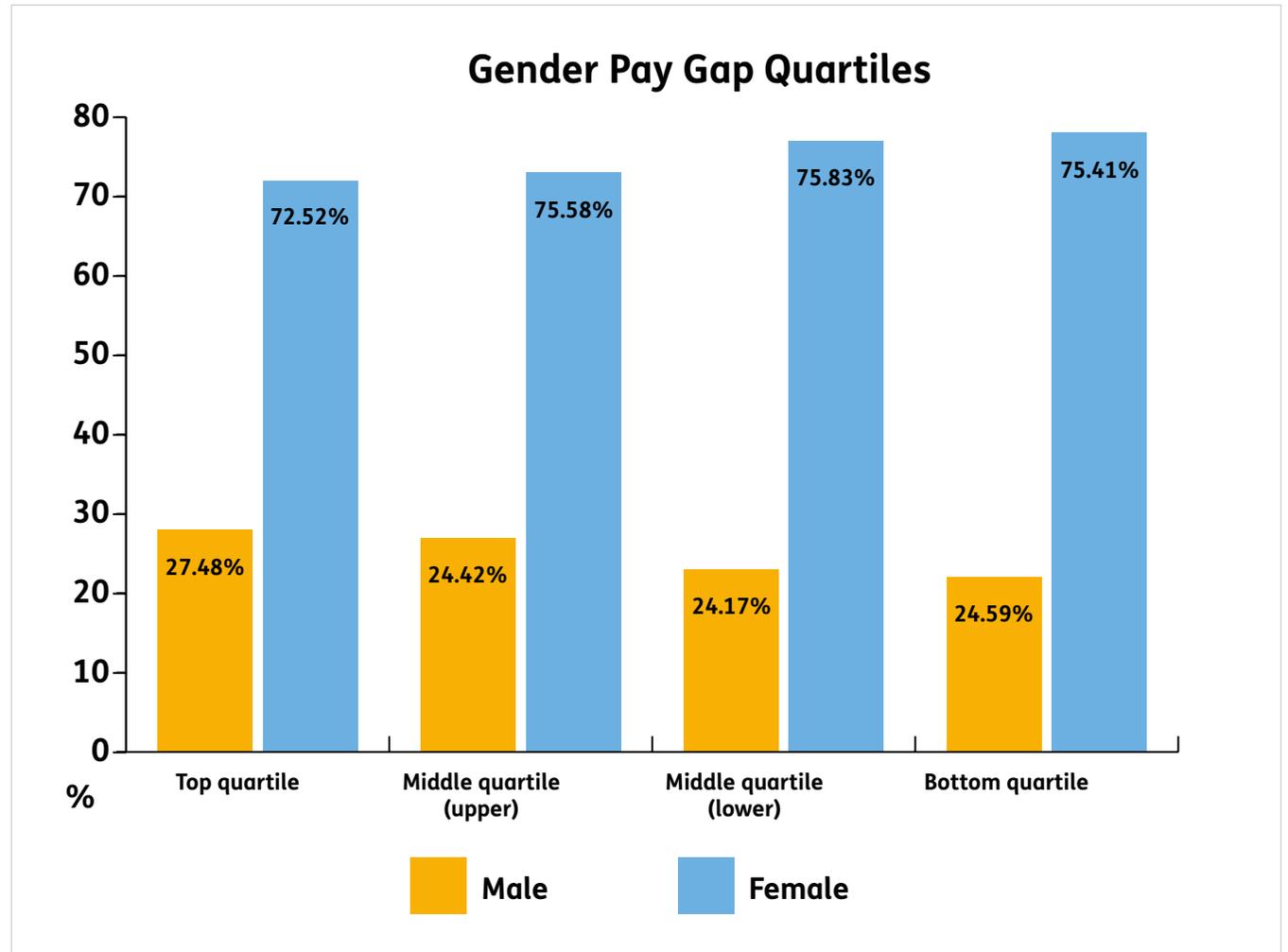
Mencap senior leadership

72%
Female

28%
Male



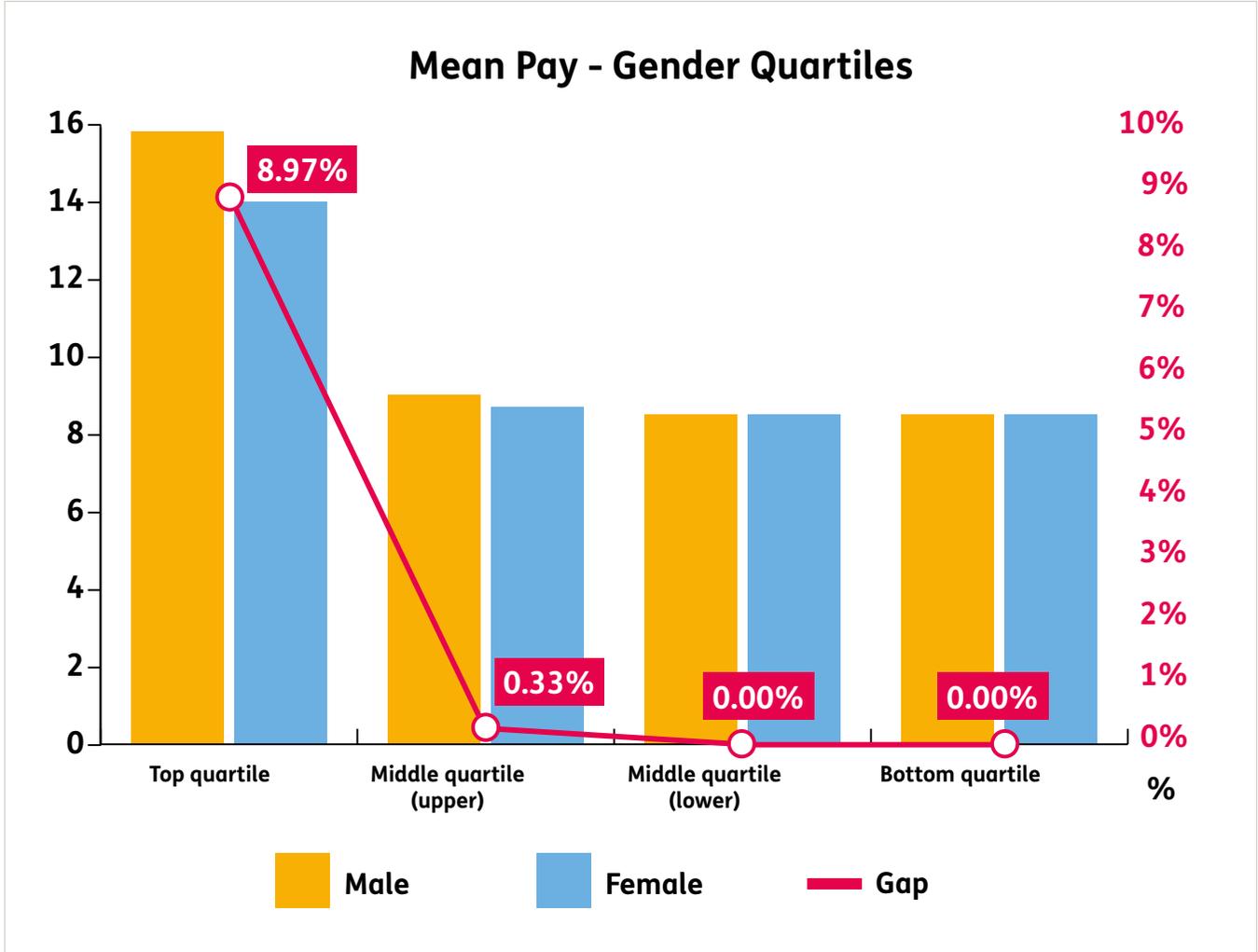
- Our mean pay gap increased by 1.5% from last year, and our median pay gap decreased by 4% from 4.4% last year.
- In the quartile analysis, female colleagues occupy 72.5% of the highest paid jobs and 75.4% of the lowest paid jobs. This demonstrates the inverse proportion of men in the top paid section of the workforce compared to the over-representation of female colleagues in support worker roles.
- The proportions of male and female colleagues in each of our four quartile pay bands is as follows: Top quartile, 27.4% male to 72.5% female; Middle quartile (upper) 24.4% male to female; Middle quartile (lower), 24% male to 76% female, Bottom quartile 24% male to 76% female.





We are committed to exploring and closing our gender pay gap. We are aware that:

- As more women have come into roles in the bottom quartile, the proportion of men in the higher quartiles has increased. At the highest level of our top quartile, we have a 8.9% gap.
- Unfortunately, like many companies, higher up the organisation the balance of women to men changes. Additionally, 80% of our direct support roles are filled by women.





What we have done

Our strengths support the actions we have taken to respond to our gender pay gap:

- We have company values that are understood and lived by our workforce. These influence and shape everything we do.
- We have leadership on inclusion from the senior leadership - our trustees and executive board are committed to enacting a programme of equity, diversity and inclusion improvements.
- We are a Disability confident leader and aim to be a model employer of people with a learning disability.
- Embedded Equity is a key priority for our new Big Plan. This means acknowledging that not everyone starts from the same equal place and some people require extra support to thrive. Our EDI strategy will be defined by our new values, and aligned and embedded in all our strategic objectives.
- We are ambitious in our vision for diverse representation across all across Mencap. We are holding ourselves to account to monitor and measure impact annually and ensure that we are progressing accordingly.
- Celebrate diverse and ethnicity focused events throughout year with targeted comms and resources

In 2020-21, we have taken the following steps as part of our holistic approach to Equality, diversity and inclusion:

- Through inclusive recruitment processes we are attracting wider diverse talent.
- Educating, building knowledge and raising awareness of the importance of diversity, inclusion and anti racist practices.
- Taking positive action to increase representation and progression of underrepresented groups.
- Identifying and accurately recording EDI data to improve insights, inclusive decision making and reliable measurement and reporting on performance.
- Engaging with local and underrepresented communities to understand their needs to develop community led support, information and resources.
- Prioritised a pay award for our lowest paid colleagues in addition to the National Living Wage increase.
- Reaffirm our six commitment to Anti-Racism by embedding anti racist practices in all EDI activities.
- Embedded Equality Impact Assessments for all project and change management processes





Our Next Steps

In 2021, we are continuing our research as well as investigating other pay gaps to give us a broader picture of what's going on. This will support our holistic equity, diversity and inclusion work. We are doing this across Mencap to drive this holistic approach, and includes some of the following:

- Trustee and executive board education and development.
- Deliver work that makes equity, diversity and inclusion the 'golden thread' through everything we do.
- Develop and support managers to use an 'People impact analysis' process to assess the impact of changes on teams and colleagues.
- Fully utilise technology to support inclusion across the organisation.
- Develop ongoing learning and development programmes that promotes inclusion and educates proportionate challenge to behaviour that does not fit with our values.
- Promote 'intersectionality' across the organisation, for example by focusing on the experiences of Black, Asian and ethnic minority females and across other identities.
- Continue to promote awareness and inclusion around sexual orientation and gender identity.
- Set targets to increase leadership representation for underrepresented groups. For example colleagues with disabilities/ learning disabilities and those from B.A.M.E backgrounds



In Conclusion

Whilst it is small, any gender pay gap is too large for Mencap. Although our mean pay gap has increased, we are committed to exploring and reducing all inequality within our organisation. We will build a broader understanding of potential inequality and seek opportunities for inclusion by addressing all types of underrepresentation. The resultant work plan includes specific corporate actions to close the gender pay gap, which will be a key theme within our wider equality, diversity and inclusion strategy.

