mencap

PAY GAP 2023

MESSAGE FROM EDEL

Mencap's vision for Equity is reflected in its ambition for the workforce and the workplace to be culturally diverse and inclusive, allowing colleagues to be themselves and give their best. This will allow us to better serve the people we support and our communities.

One of our strategic drivers is to build strong foundations for the future and to be evidence-based. This is dependent on capturing and analysing comprehensive people data so we can identify trends and understand the disparities in employment and or work-life opportunities. Pay gap data will provide us with a helicopter view of this picture.

Like many other charities and organisations, Mencap has faced significant financial challenges. However, this did not distract from our commitment to reduce pay gaps by gender, ethnicity, and disability.

We are determined to see these come to fruition and we have continued to work to implement our EDI strategy and achieve our objective to attract and retain a wide range of talented people from diverse backgrounds and experiences.

IN SUMMARY

- We continue to have a small gender pay gap compared to the average in the UK.

- We are applying an equitable recruitment strategy, taking positive action to attract, progress and retain a diverse workforce and setting targets for improved representation of diversity at all levels of the organisation

- The U.K. Social Care sector is a mainly female workforce, and the sector is often considered to be low-paid, low-skilled work. Comparatively, Mencap's gender pay gap is similar to other organisations in the Health and Social Care Sector.

- We acknowledge the charity sector as a whole, is not reflective of the communities it serves. We will proactively focus on improving our engagement and understanding of all types of communities, and work in partnership to provide services fit for their needs.

- We are committed to benchmark our performance through our accreditation and membership of Equity, Diversity and Inclusion recognised industry standards, and will report on our progress.

- We are confident that current pay gaps do not stem from paying people differently based on characteristics for the same or equivalent work.

- We not only remain committed to creating a workplace that fosters equity, diversity and inclusion but also seek to achieve justice in our way of working.

THE MEAN AND MEDIAN EXPLAINED

Mean pay gap: The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median pay gap: The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.

UK Population - 2021 Census
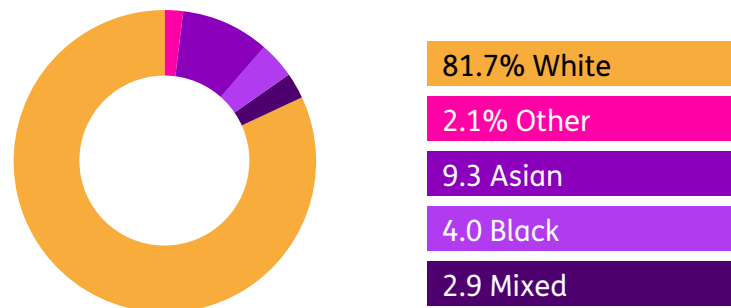
Gender
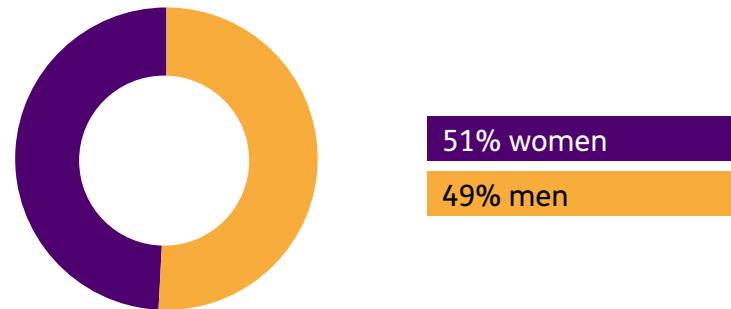
- 51% women
- 49% men

The 2021 census reports a general increase in the population by 3.5 million, however proportionate representation by gender remains the same, as **51%** women and **49%** men.
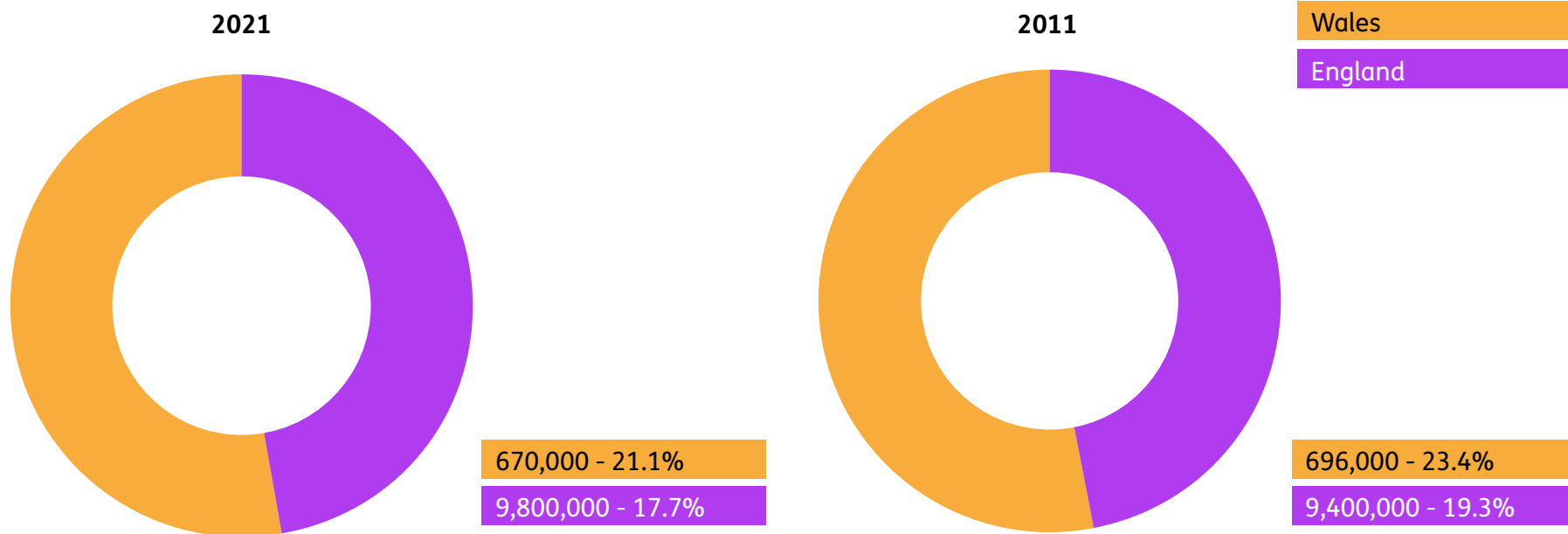
UK population by ethnicity

Source: Office for National Statistics - Census 2021

Population - England and Wales - 2021

- 81.7% White
- 2.1% Other
- 9.3 Asian
- 4.0 Black
- 2.9 Mixed

UK POPULATION BY DISABILITY

Disability - EW 2011 vs 2021

2021

670,000 – 21.1%
9,800,000 – 17.7%

2011

696,000 – 23.4%
9,400,000 – 19.3%

Wales
England

The overall population reporting a disability in England & Wales has reduced. This is despite the total number of disabled people rising from 10.1 million to 10.5 million.

We are also keenly aware that intersectionality is an important factor influencing pay gaps for groups with overlapping characteristics, who may experience pay discrimination because of their race, sex or disability.

MENCAP WORKFORCE POPULATION

Total Colleagues	6751	
Number of Male	1696	24.4%
Number of Female	5055	75.5%

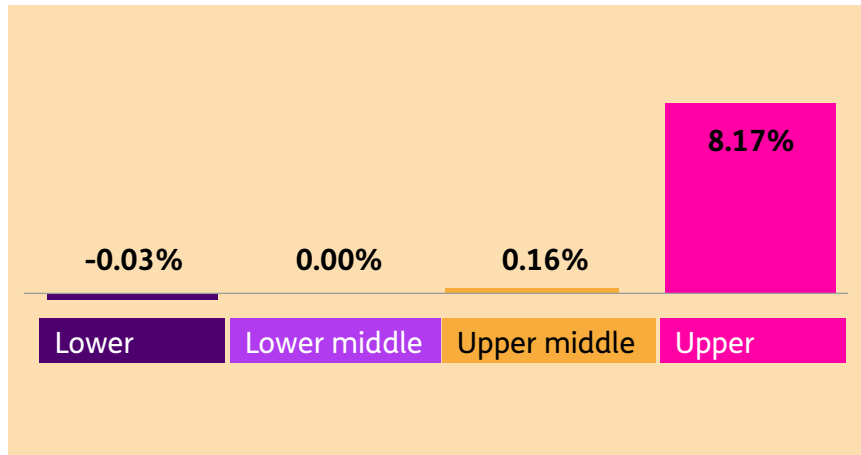|	U.K. national diversity	Mencap diversity	Representation gap
Gender	49% male - 51% female	24.4% male - 75.5% female	52% over-representation of women in Mencap
Ethnicity/Race	B.A.M.E. – 16% White 81.7% Other 2.1%	B.A.M.E. 10.67% White 69.78% PNA 19.55%	B.A.M.E. underrepresentation by 6%
Disability	With Disability 17.6%	Yes – 6.24% No- 10.94% PNA – 0.5% No – Data 82.28%	11.36 underrepresentation of colleagues with a disability (**noting significant gap in data source**)

MENCAP GENDER PAY GAP

Proportion of men and women by pay quartile.

Female
Male

| 1	2	3	4
76%	77%	73%	72%
24%	23%	27%	28%
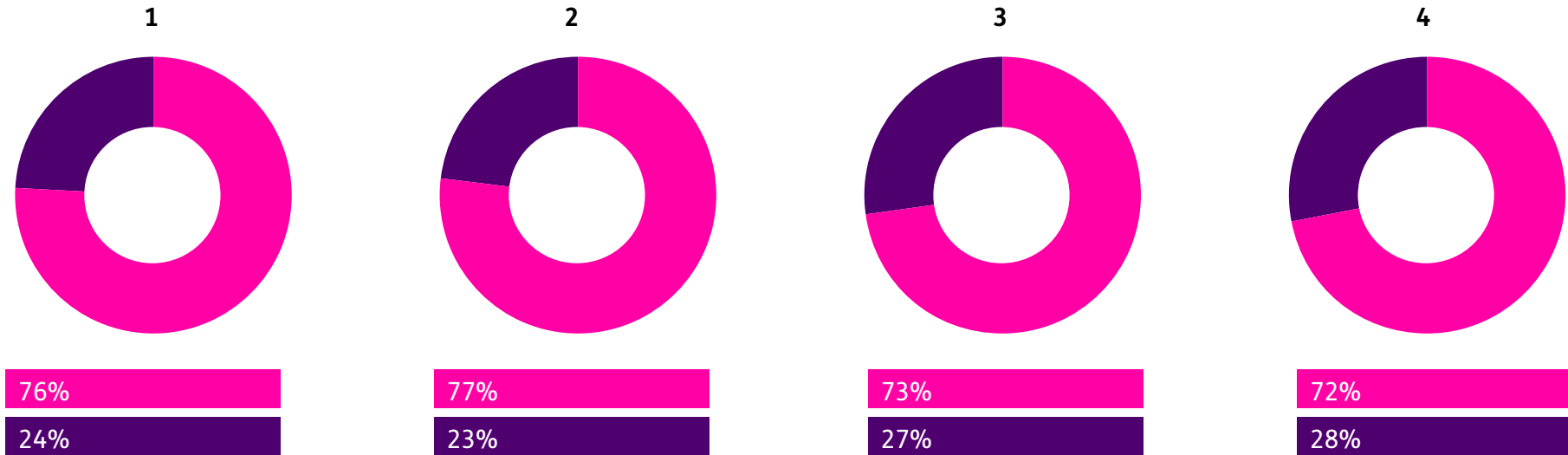
Mencap's overall workforce remains very disproportionately female with an overall ratio of 3:1 (women:men). This ratio is relatively consistent across the quartiles but ranges from 2.6:1 (highest pay quartile) to 4:1 (lowest pay quartile). Compared to the overall population, women are **50%** over-represented in the organisation.

Mean pay difference between Men and Women

Mean % difference Male vs Female Quartile

-0.03% — Lower	
0.00% — Lower middle	
0.16% — Upper middle	
8.17% — Upper	

4.07% — Mean	
0.00% — Median	
1.87% — Reduction	

There is a negligible difference in average/mean pay between men and women in the lower three quartiles but a very significant difference in the upper quartile, with men receiving **8.17%** more than women.
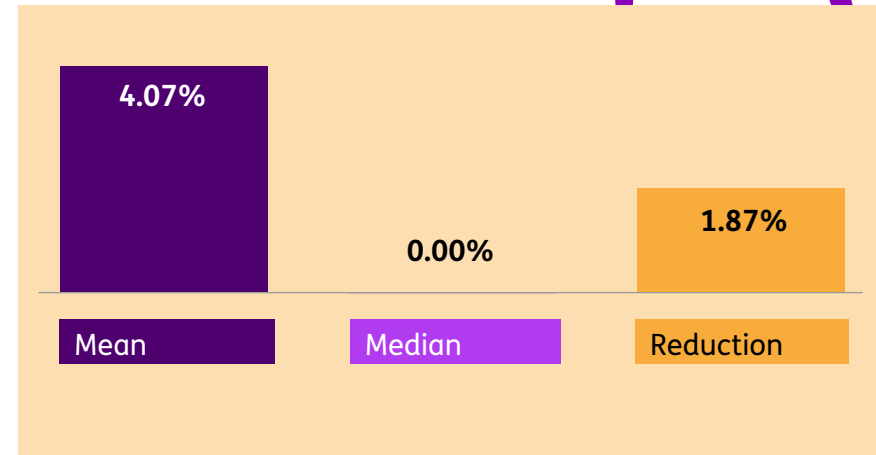
This is an overall pay gap of **4.07% Mean** pay gap difference between men and women. This is a **1.87%** reduction from the previous year.

The **Median** pay gap remains **0%** difference between men and women.

Whilst both the mean and the median pay gap remain well below the national average, and are on a downward trend, we are committed to continue the work to achieve **0%** pay gap between male and female colleagues.

In the quartile analysis, female colleagues occupy **72%** of the highest paid jobs and **76%** of the lowest paid jobs. Therefore, whilst or "not only are" men are the minority in the workforce, they are also more likely to be in the higher pay quartiles and to earn, on average, more than women.

RACE/ETHNICITY PAY GAP

Race/ethnicity pay gap reporting is not currently a legal requirement. However, Mencap remains committed to tackling racial inequality and to improving the representation of Black, Asian and Minority Ethnic (B.A.M.E.) representation in senior leadership roles.

**This is our second year of publishing information on our ethnicity/race pay gap.**

OUR ANALYSIS

No. colleagues by ethnicity/race by quartile

Q1	Q2	Q3	Q4	
				White
				PNA
				B.A.M.E
68%	66%	81%	64%	
22%	17%	11%	28%	
10%	17%	8%	8%	
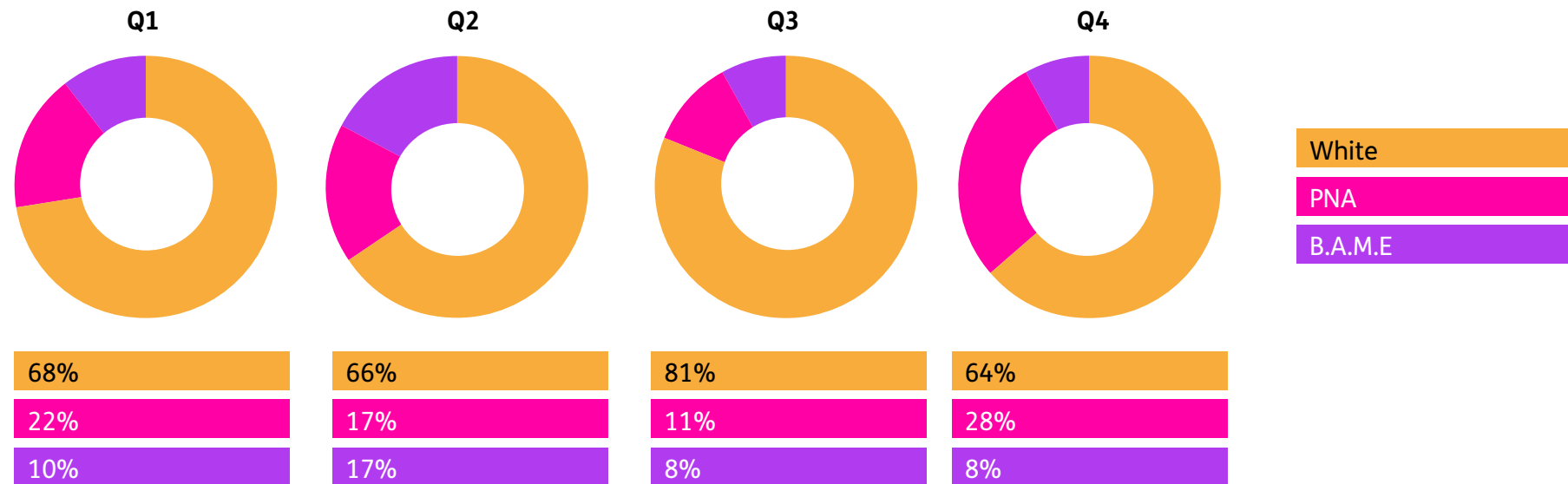
White colleagues have a higher proportion in the two higher quartiles (**52%**) and Black, Asian, Minority Ethnic colleagues have a higher proportion in the two lower quartiles (**61%**). More work is being done to further understand and break down the PNA and Black, Asian, Minority Ethnic figures.
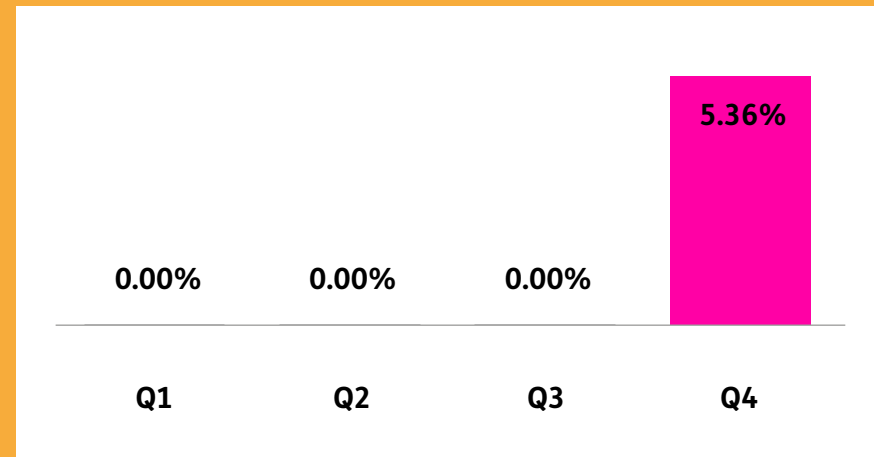
Mean % difference White vs Black, Asian, Minority Ethnic colleagues by Quartile

-0.03%	
0.00%	
0.32%	
-2.68%	

Lower	Lower middle	Upper middle	Upper
Q1	Q2	Q3	Q4
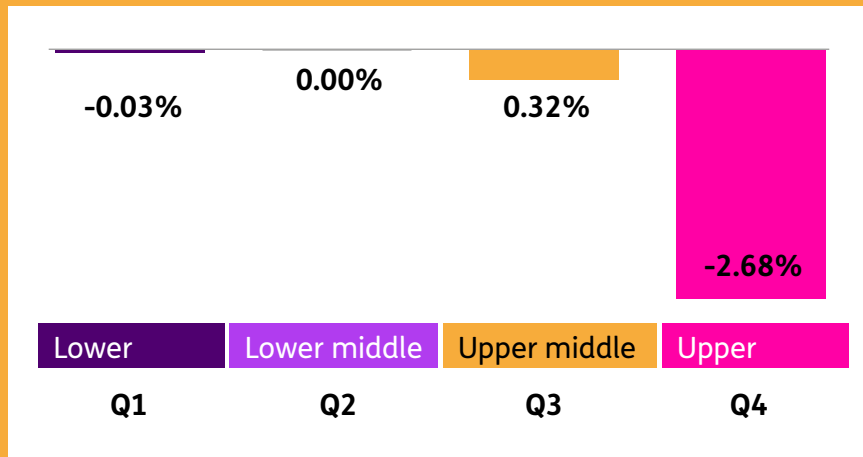
The disparity in pay on the grounds of race in quartile 4 (**2.68%**) is not as high as for gender but further work is being done to understand and break down the Black, Asian, Minority Ethnic figure.

The overall Mean pay gap difference between white and Black, Asian, Minority Ethnic colleagues is **4.37%**

Median % difference White vs Black, Asian, Minority Ethnic. by Quartile

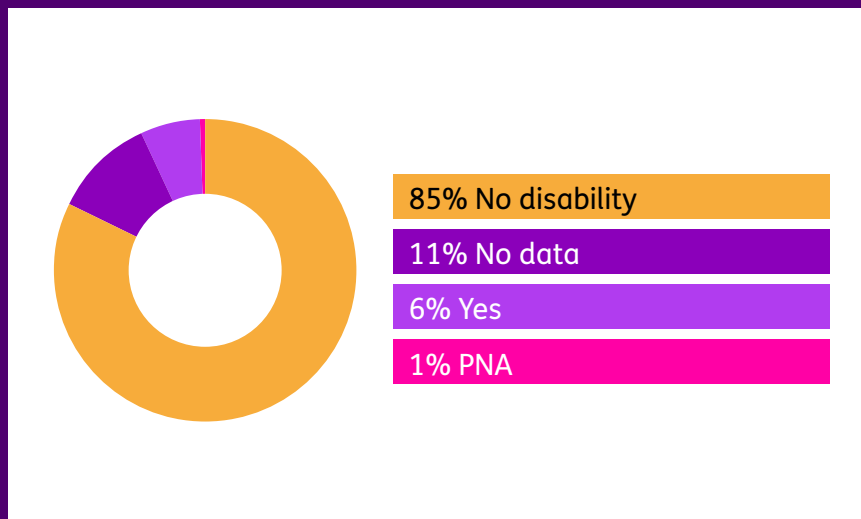|			
0.00%	0.00%	0.00%	5.36%
Q1	Q2	Q3	Q4

There is **0%** difference in median pay between white and Black, Asian, Minority Ethnic. colleagues in quartiles 1-3. However, there is a significant gap in median pay in the upper quartile. Further work is being done to understand and break down the Black, Asian, Minority Ethnic figure.

It should be noted that **19.55%** of the workforce preferred not to disclose their race which is significantly higher than those from the Black, Asian, Minority Ethnic communities. This could well have a statistical impact and more work is being done to understand and break down the PNA figure.

ALL DISABILITY PAY GAP ANALYSIS

No. of employees by disability

- 85% No disability
- 11% No data
- 6% Yes
- 1% PNA

Mean % difference disability vs No disability

	Q1	Q2	Q3	Q4
	-0.08%	0.00%	0.00%	1.09%

Mencap currently employs 421 colleagues who have declared a disability (**6.2%** of our total workforce).

36 colleagues (**0.02%**) explicitly stated they did not wish to answer the question relating to disability (preferred not to answer). However, there is a significant gap (**11%**) in data where colleagues provided no response to the question.
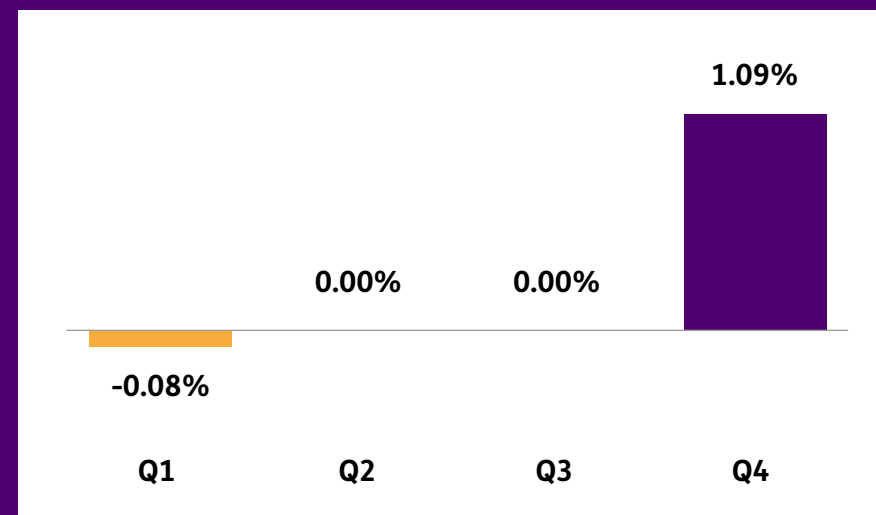
For colleagues who have disclosed a disability vs those without a disability there is a **Mean** % difference of **1.23%** and **0% Median** pay gap in Mencap. Those with a disability in quartile 1 earn slightly more but there is a 1.09% gap in quartile 4.

LEARNING DISABILITY PAY GAP

Workforce population of colleagues with a learning disability

No. colleagues by learning disability

- 84% No
- 12% No data
- 3% Yes
- 1% PNA
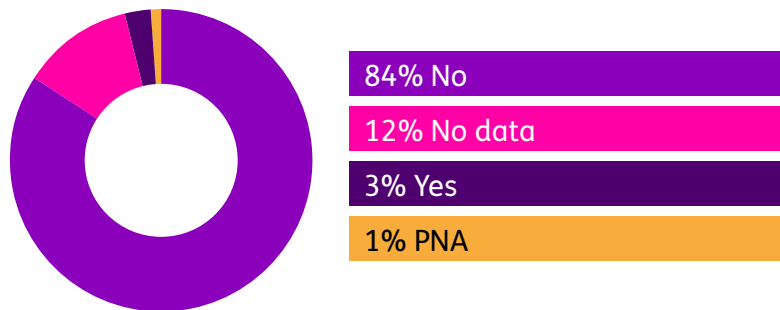
There is a sizeable number of colleagues (**12%**) who have explicitly chosen not to answer the question in relation to having a learning disability. However, this is much improved from the previous year.

Mean % difference learning disability vs No learning disability

For colleagues who disclosed a learning disability vs those without a disability there is an overall **Mean** difference of **-6.08%** (i.e. a higher rate of pay for those with learning disabilities)

Q1	Q2	Q3	Q4
-0.07%	0.00%	-0.02%	-14.43%

Overall, there is a **Mean 1.23%** difference pay gap between No Learning Disability vs Learning Disability, and a 0% **Median** pay gap in Mencap.

This is very similar to the pay gap of **1.19%** when those colleagues who have explicitly preferred not to respond (PNA) are added to the "No" figures. This implies that those who PNA are broadly the same as those who responded "No" but further work is being done to understand/breakdown the PNA data.

WHAT WE HAVE DONE SO FAR

Despite a turbulent year of financial and national uncertainty, Mencap remained committed to removing historical and existing systemic and structural inequalities within the workplace.

Whilst pay is a factor, we understand this must be supported by an environment that allows our people to maximise their talent and access opportunities to progress and thrive. To ensure we have comprehensive understanding of where we are, the collection of better and wider people data is a priority within our EDI Strategy. We not only want to improve how we attract a diverse workforce, but we also want to understand the barriers for positive experience, development, progression, and diverse leadership.

In continuing our work to remove barriers and inequalities for women and other marginalised groups we have:

- Widened the collection of EDI data to include: employment relations, access to training and development, attendance and exit interviews

- Reviewed and updated our suite of mandatory and compliance EDI training

- Developed and launched a learning and development evaluation strategy to ensure our leaders are able to transfer their learning to confidently champion and advocate Mencap's EDI objectives to eliminate inequalities.

- Continued to educate, raise awareness and build cultural competency to identify and remove barriers to equalities. This includes continuing to promote awareness and inclusion around sexual orientation and gender identity.

- Developed an equitable recruitment policy and selection process to remove bias and discrimination. This includes the formation of a diverse pool of colleagues to support selection panels, accessible and gender-neutral resources and information and equitable recruitment training for all hiring managers.

- Strengthened and empowered our EDI network subgroups (Women, LGBTQIA+, Disability and Black and Asian anti-racist support groups) to contribute on the development of corporate strategies and initiatives and to challenge practices with potential bias and discrimination

- Developed opportunities for underrepresented colleagues to contribute to strategic decision-making through the development of the elected staff forum

- Continued to review and evaluate our people management policies and procedures for equitable access to resources, support, and opportunities in the workplace and to provide flexible working conditions

- Prioritised pay uplifts for our lowest paid colleagues and we continue to improve the approach we take to setting pay for all our roles.

CLOSING THE PAY GAPS

We know that the current pay gaps are not due solely to organisational policy and processes. As in all inequalities, these are a legacy of historical systemic and structural inequalities and discriminations within the organisation and wider society.

To tackle and reduce these inequalities, we will continue to work to understand the root causes and take a holistic approach to develop and embed Equity, Diversity and Inclusion in the way we work, think and behave. We will:

- Review our leadership competency and development programme to embed an equitable approach that embraces cultural diversity and removes the homogenous perspective of leadership

- Maintain existing accreditations in Diversity and Inclusion recognised industry standards and report on progress.

- Grow overall ethnic minority representation from **10%** - **13%** and increase ethnic minority leadership representation by **2%**

- Target an increase in overall representation of colleagues with a disability from **6%** to **8%** and increase leadership representation by **2%**

- Continue to collate and widen the use of our people data to measure our progress on inclusive recruitment, retention, and development of all our people and the progression of those from under-represented groups.

- Use our people data to identify colleagues with other layers of diversity and how this affects their experience, pay and progression in Mencap.

- Continue to take positive action to promote management development, mentoring programmes and inclusion awareness initiatives to support career advancement for women and all under-represented colleagues.

- Include EDI indicators in our employee survey to provide a baseline measurement and better understanding of the people experiences.

- Empower and improve inclusion of people with learning disabilities and other disabilities by providing dedicated IT Support and Accessible communication resources

- Co-produce and review our learning and development intervention and use with data and insight to design and introduce an accessible EDI learning plan

- Introduce Learn and Share Sessions with our Network Partners and other external stakeholders for best practice and "steal ideas shamelessly".

- Focus on well-being to tackle issues impacting on colleagues' physical and emotional wellbeing to perform and thrive in the organisation

CONCLUSION

Recent times have presented some uncertainty and challenges for all organisations which are still ongoing. However, we are focused on mainstreaming equity in our way of working for sustainable change. This helps us to give due regard to key aspects of EDI and use our resources effectively. We are conscious of the role socio-economic inequality plays in systemic discrimination, but we are committed to taking positive action for greater inclusion and equality across our colleague groups and to widen opportunities and progression for all our colleagues. Everyone should have the opportunity to fulfil their potential.

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