



PAY GAP 2024

Message from Jackie

At Mencap we know that equity, diversity, and inclusion are important for a healthy organisation, and gender, disability and ethnicity pay reporting drives change. Each year we publish our pay data as part of our commitment to reducing any differences.

The gender pay gap is the difference in average earnings between women and men in the workforce. It is an important figure because it helps highlight the impact of the social and economic factors that reduce women's abilities to earn – and so their financial independence over their careers and into retirement.

If we want to be a good and fair employer, we need to promote gender equity. Being open about our gender pay gap and how we are tackling it increases employee confidence and is a significant step in achieving increased workforce engagement.

Despite the progress that has been made on gender equity, for example increasing women and girl's access to education, and higher numbers of women working, the pay gap still exists. I am very pleased that at Mencap we continue to see a year-on-year reduction in our gender pay gap as we continue to focus on genuinely equitable recruitment.



Jackie O'Sullivan
Interim Chief Executive

Introduction

Welcome to Mencap's sixth gender pay gap report.

The law says we must report our gender pay gap to the government. This is the difference in what we pay male colleagues compared to what we pay female colleagues.

The gender pay gap is worked out in two ways:

- **'Mean' pay gap:** this is the difference in the average hourly pay for female colleagues compared to male colleagues within our organisation.
- **'Median' pay gap:** this represents the middle point of a population. If all female colleagues and all male colleagues were lined up 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 female colleague compared to that of the middle male colleague.



Our pay gap data is taken on a particular date (the 'snapshot' date). For this report, that date is 5th April 2023. This date is the same for all organisations (apart from public authorities like councils and the NHS).

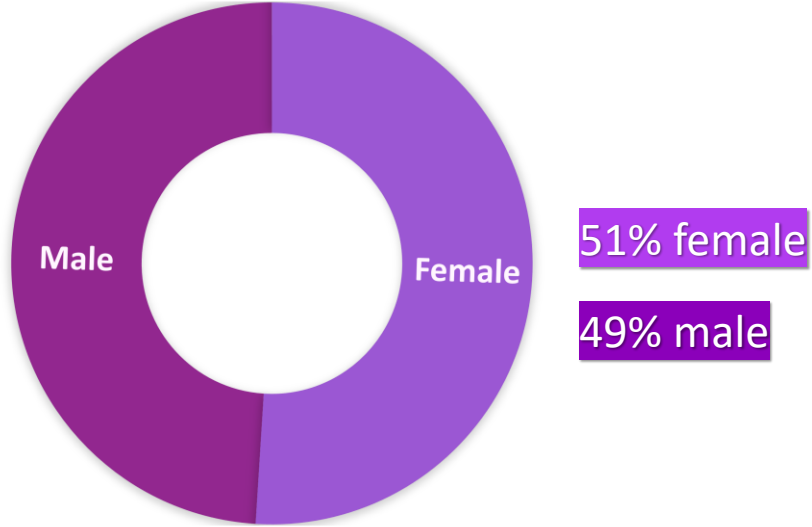
Our gender pay gap data helps the government work out the gender pay gap around the country. It also helps us to understand how we are doing in terms of pay equality for male and female colleagues at Mencap and supports us to think about the things we can do to remove the gap.

Where we refer to population sizes, we have used data from the 2021 census. Our internal colleague data comes from our diversity monitoring data on the date of the snapshot.



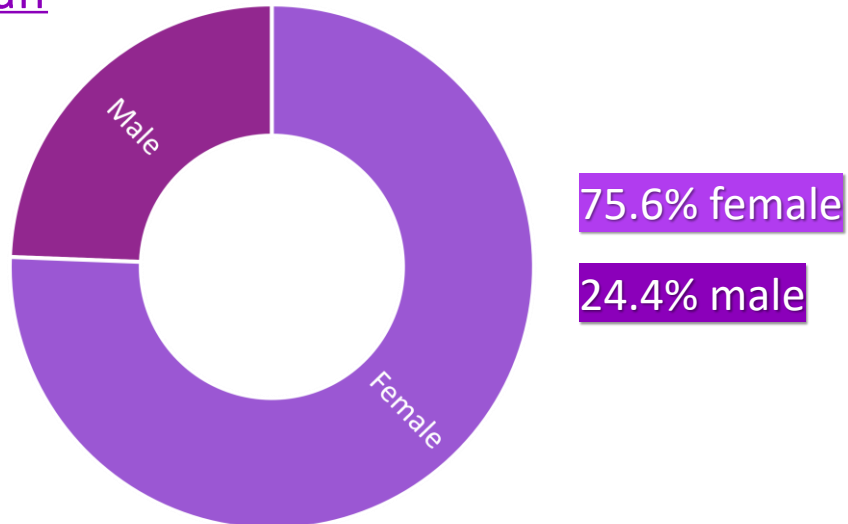
MENCAP'S 2023-24 PAY GAP

UK population



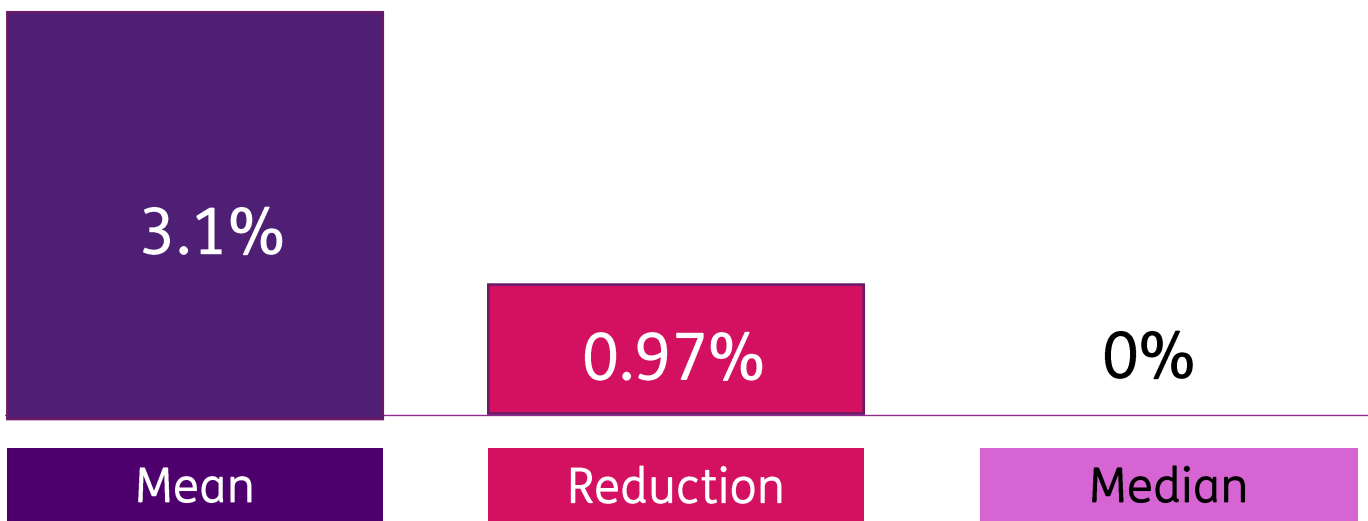
The 2021 census reveals that 51% of the population are female and 49% of the population are male.

Mencap staff



As with much of the care sector, Mencap includes a majority female colleague population. At the time of the snapshot, 75.6% of our staff were female and 24.4% of our staff were male.

MENCAP'S OVERALL GENDER PAY GAP



Our mean gender pay gap in 2023-24 is 3.1% in favour of male colleagues. In 2022-23, the mean gap was 4.07% in favour of male colleagues. This represents a decrease of 0.97%.

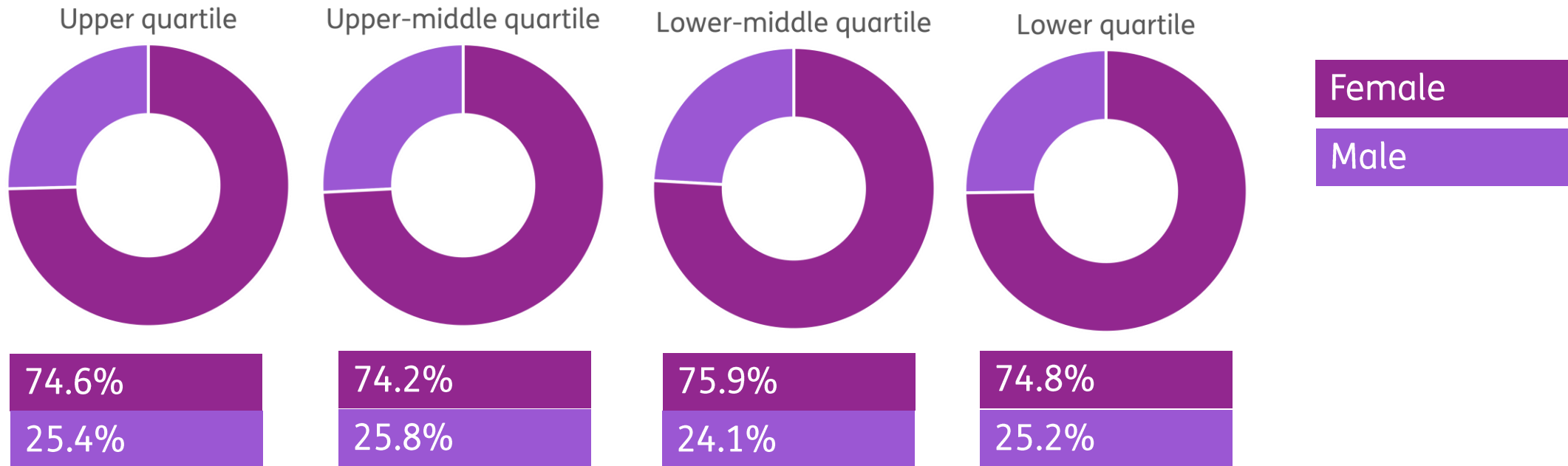
The mean national average in 2022-23 was 7.7%. We are proud to have a significantly smaller gender pay gap at Mencap and we hope the work we have been doing has narrowed that national gap further. However, we recognise there is still work to do.

Mencap's median pay gap in 2023-24 is 0%. It was 0% in 2022-23 too. This is affected by the sheer number of Support Workers employed by Mencap, who are predominantly paid the same hourly rate.

OUR ANALYSIS OF PAY GAPS

MENCAP GENDER PAY GAP

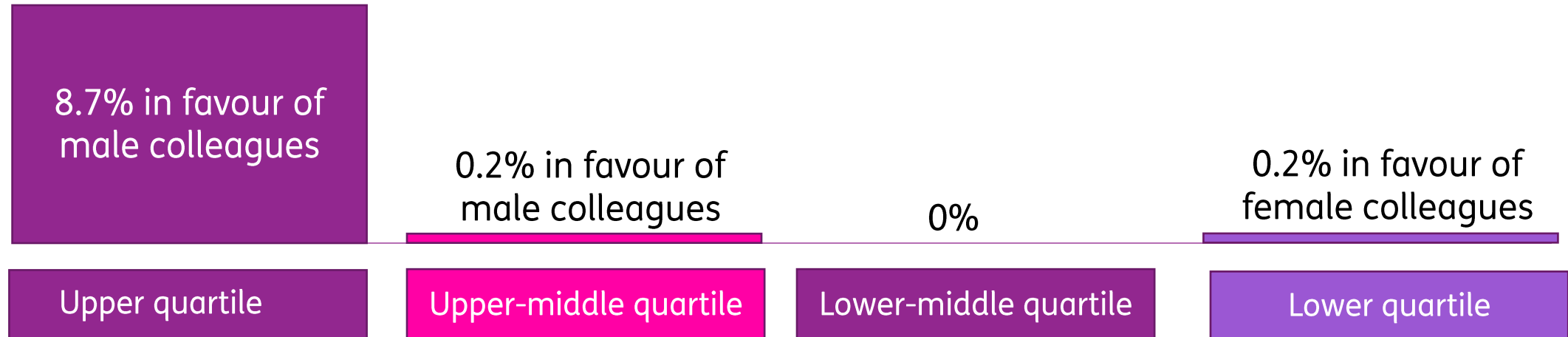
Proportion of men and women by pay quartile



OUR ANALYSIS OF PAY GAPS

MENCAP MEAN GENDER PAY GAP

Mean % difference between males and females by pay quartile

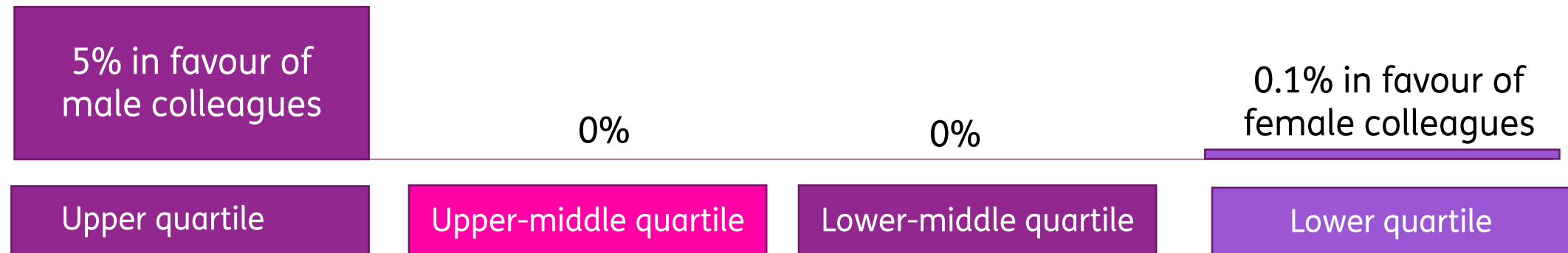


Our organisation-wide gender pay gap is mostly affected by colleagues in the upper quartile, where the mean gap is 8.7% in favour of male colleagues.

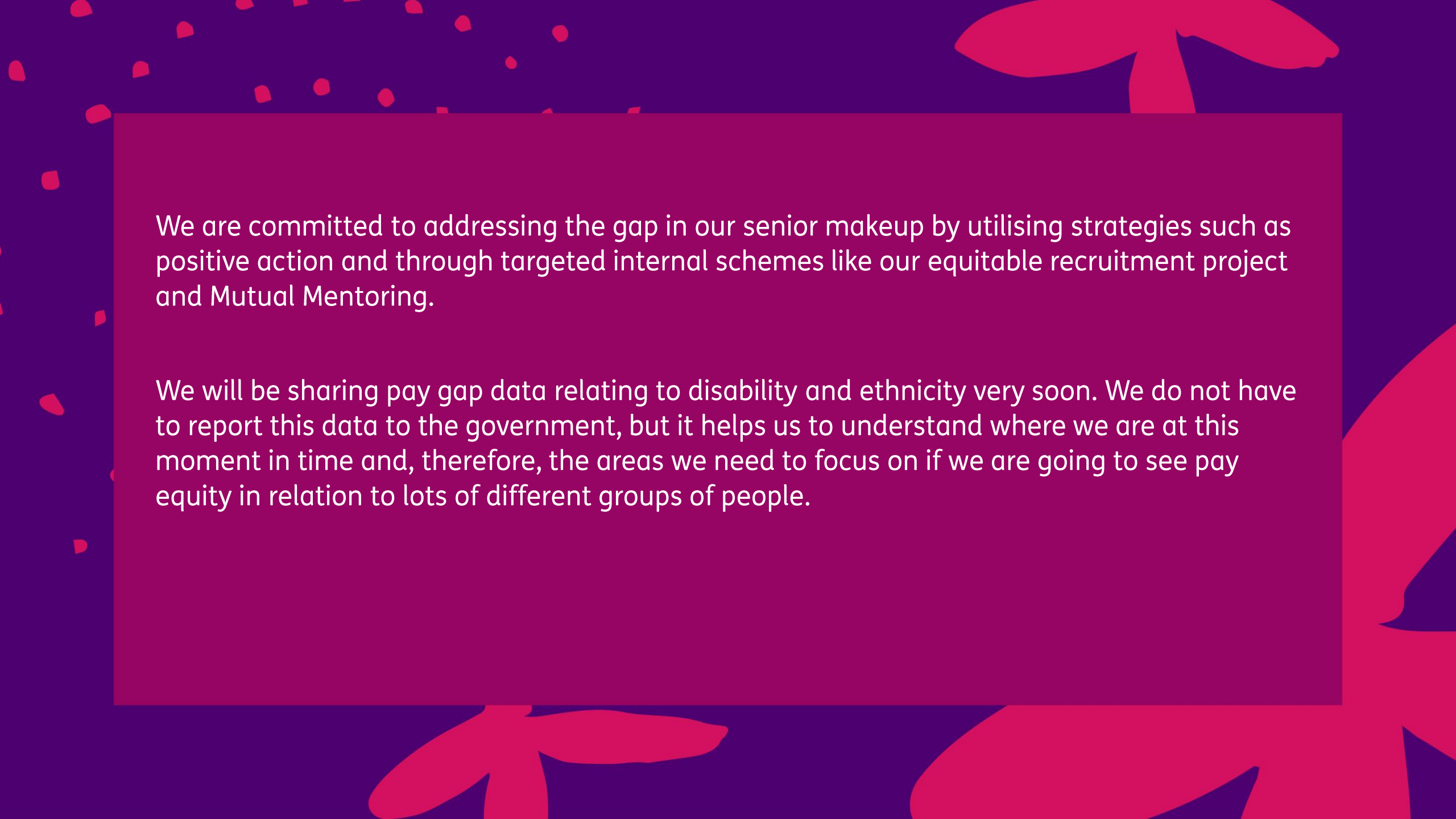
OUR ANALYSIS OF PAY GAPS

MENCAP MEDIAN GENDER PAY GAP

Mean % difference between males and females by pay quartile



The median gap in the upper quartile is 5% in favour of male colleagues.



We are committed to addressing the gap in our senior makeup by utilising strategies such as positive action and through targeted internal schemes like our equitable recruitment project and Mutual Mentoring.

We will be sharing pay gap data relating to disability and ethnicity very soon. We do not have to report this data to the government, but it helps us to understand where we are at this moment in time and, therefore, the areas we need to focus on if we are going to see pay equity in relation to lots of different groups of people.