



## Introduction

Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Worcestershire Children First (WCF) is required to publish Gender Pay Gap data annually. The data provided must be based on pay as at 31st March from the preceding year (i.e., 31st March 2020 for the 2021 submission).

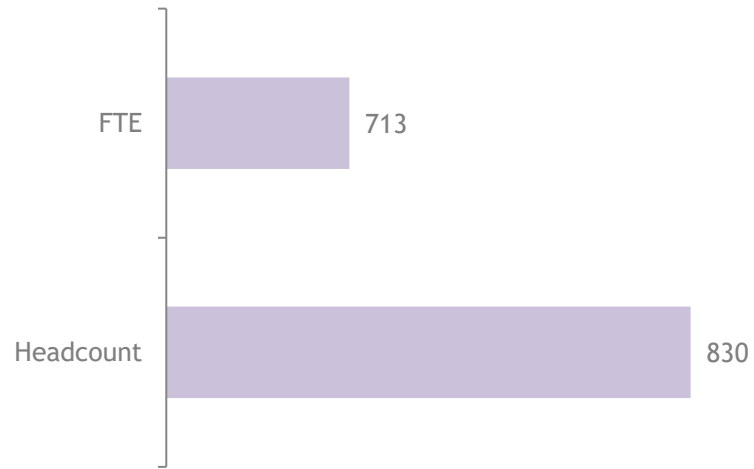
A Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings, for example, 'women earn 15% less than men'. It is an indicator of the differences in opportunity and choices of men and women within the workplace. It is not a measure of equal pay i.e., whether men and women receive equal pay for equal work. A GPG does not necessarily mean an organisation has acted inappropriately or discriminatorily.

The Government state that gaps exist nationally for many complex and overlapping reasons, including:

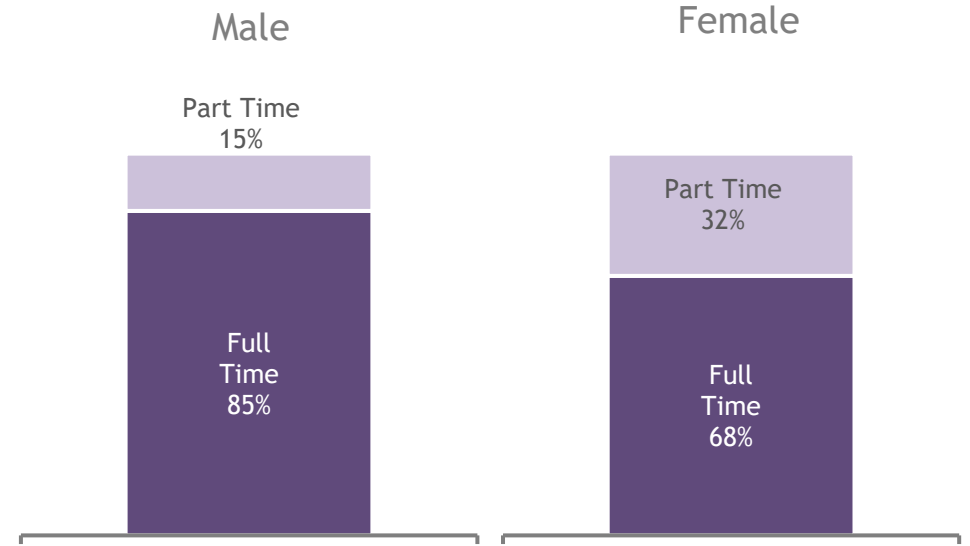
- A higher proportion of women choose occupations that offer less financial reward (e.g., administration). Many high paying sectors are disproportionately made up of male workers (e.g., information and communications technology).
- A much higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average.
- Women are still less likely to progress up the career ladder into high paying senior roles.

The following pages of this report detail the 2020 update for WCF. Page two provides the details on the overall size and profile of the WCF workforce to give context to the gender pay data that follows.

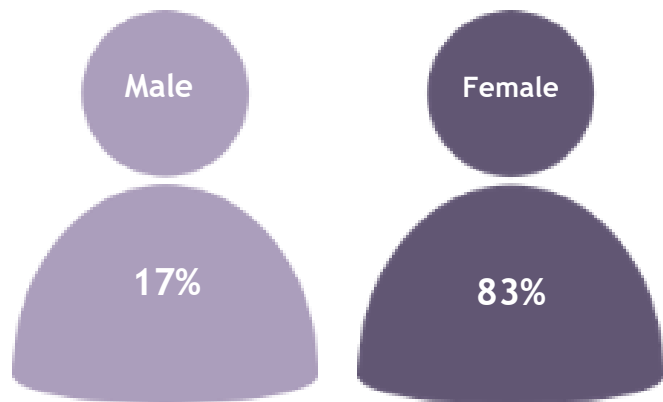
## FTE/Headcount



## Full/Part Time



## Gender



## Age

	Male	Female
16-25	1%	4%
26-35	4%	21%
36-45	5%	21%
46-55	4%	24%
56-65	4%	11%
66+	0%	1%

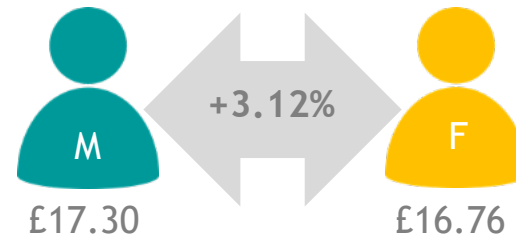
## Overall Gender Pay Gap - Hourly Pay Rates

Gender pay gap is an equality measure to show the difference in average earnings between men and women.

Gender pay gap differs from equal pay; it is unlawful to pay people who perform the same (or similar) duties differently because they are male or female.

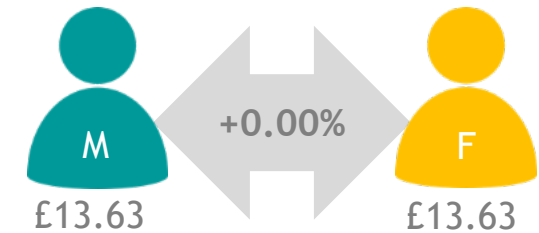
Everyone performing the same role at Worcestershire Children First is paid the same grade irrespective of their gender.

### Mean (average hourly rate of pay)



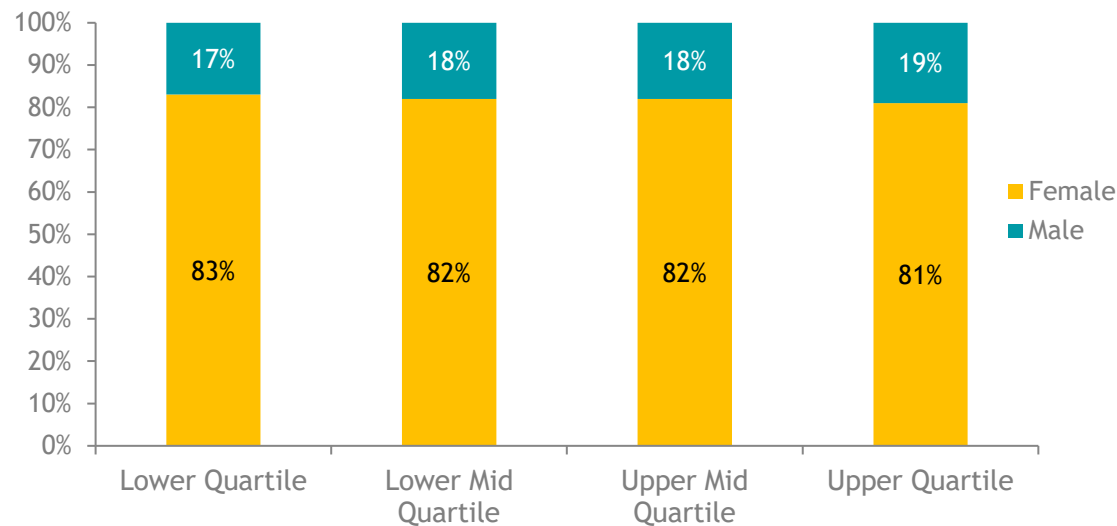
There is a 3.12% (£0.54) pay gap between the mean hourly rate of men and women.

### Median (middle hourly rate of pay)



There is a 0.00% (£0.00) pay gap between the median hourly rate of men and women.

## Proportion Male/Female by Pay Band Quartiles



There are more female than male employees across all quartiles, reflecting Worcestershire Children First's overall workforce demographic.

The proportion of males and females is evenly distributed across all four quartiles.

## Bonus Pay Gap

It is important to note that the Worcestershire Children First does not operate any performance related pay or bonus scheme.

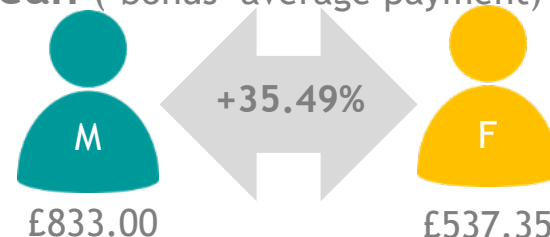
However, in accordance with new guidance for bonus definitions in the gender pay gap regulations and ACAS advice, our 'bonus' measure includes recently introduced recruitment and retention payments in hard to fill roles such as social workers and long service awards (generally paid in the form of vouchers).

The mean average bonus involves adding up the 'bonus' paid to males and females in the preceding 12 months, and then dividing the relevant totals by the number of males and females who received bonus pay.

'Bonus' figures are based on actual amounts and not full time equivalents, so this means there is no link between 'bonuses' and hours worked.

In the Company's case, females received a higher amount of pay classed as 'bonus' and this distorts these figures.

### Mean ('bonus' average payment)



There is a +35.49% (£295.65) gap between the mean bonus pay of men and women.

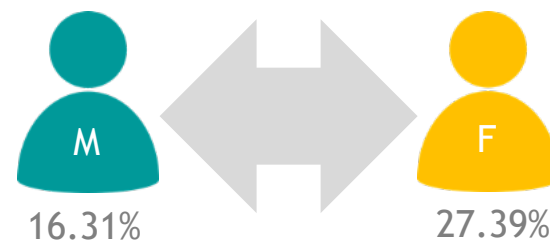
Within the male cohort receiving a bonus, proportionately more have received the recruitment bonus than in the female cohort.

### Median ('bonus' middle payment)



There is a 0.00% (£0.00) gap between the median bonus pay of men and women.

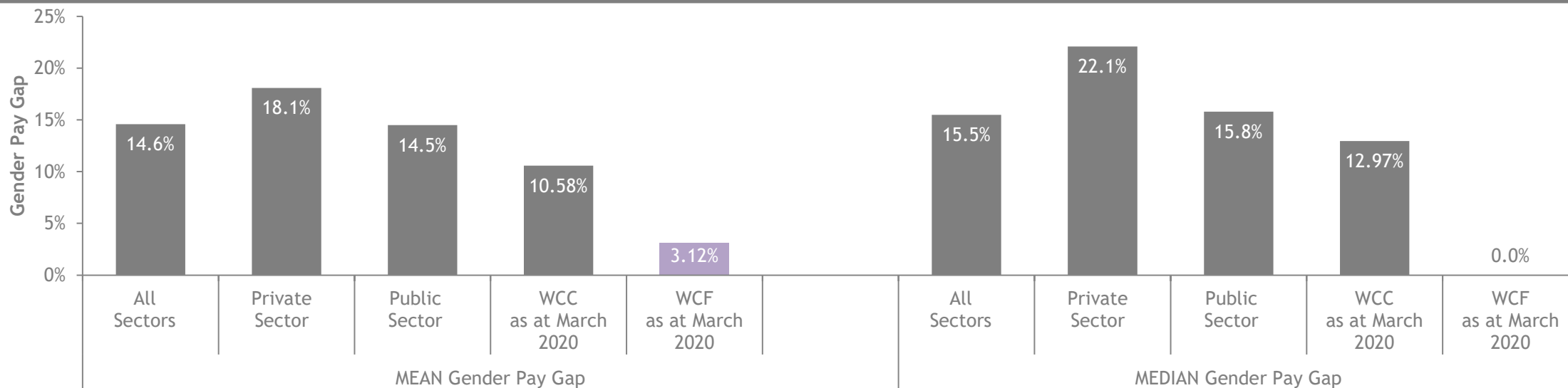
### Bonus Proportions (percentage of men and women receiving a 'bonus')



3.08% of men and 7.46% of women received a bonus.

There are more female than male social workers which is where the majority of bonuses are paid.

## Pay Gap Benchmarking



\* Source: Annual Survey of Hours and Earnings (ASHE), Office for National Statistics. October 2020 (Provisional)

## Other Organisations Averages

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.

Worcestershire Children First data compares favorably when benchmarked against the 2020 national gender pay gap of 14.6%\*(mean) and 15.5%\*(median), and the public sector where the gender pay gap was 14.5%\*(mean) and 15.8%\*(median).



## Summary

As an organisation we are committed to creating an inclusive working environment, we are pleased to show:

- That our mean (3.12%) and median (0.0%) pay gaps are well below the national average.
- That our workforce across all services and across male and female workers access part time working
- That of all our Management roles 24% were males and 76% were females
- That of our Senior Management roles 25% were males and 75% were females
- Of the top 20 highest paid employees at WCF in March 2020, 15 were female.

This has been achieved through:

- Our recruitment and selection procedures that are designed to ensure that applicants are not discriminated against and that we recruit from as wide a pool as possible. This inclusive approach helps to ensure we receive as many applications as possible from women at all levels of the organisation.
- The company has a range of policies and working practices to promote and sustain work life balance including various flexible working patterns e.g., part-time, flexi-time, home working.
- Focusing on our management / leadership and professional development for our staff.
- The redrawing of spinal pay points, including higher increases to the lower pay points in order to close the gap with National Living Wage forecasts. As there are proportionately more female employees in the bottom rate grade points this will positively impact more women than men with further impact being seen in next years figures.

**Phil Rook**  
Director of Resources



## Clarification of Terms

### WORKFORCE PROFILE

This is a snapshot of Worcestershire Children First employees as at the 31<sup>st</sup> March 2020.

### HEADCOUNT

Headcount is defined as the number of filled posts. It is possible for an individual to be employed in more than one role; in which case they will be counted twice.

### FULL TIME EQUIVILANT (FTE)

Full Time Equivalent relates to the number of hours an employee is contracted to work each week in a role as a proportion of the number of hours per week defined as full-time as per contracts of employment. Thus, a full-time employee would have an FTE of 1.0 and an employee working 18.5 hours per week in a role based upon a 37-hour contract would have an FTE of 0.5.

### FULL TIME

Full time is defined as an employee with an FTE of 0.95 or more.

### GENDER PAY GAP

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women in all roles of the organisation

### MEAN

The difference between the average of men's and women's pay.

### MEDIAN

The difference between the midpoints in the ranges of men's and women's pay.

### PAY BAND QUARTILES

The proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

### BONUS PAY

Bonus pay is compensation over and above the amount of pay specified as base salary or hourly rate of pay. This includes recruitment and retention incentive payments and long service awards.

### EQUAL PAY

The right of a man or woman to receive the same pay as a person of the opposite sex doing the same or similar kind and quality of work for the same or a similar employer.