

Gender Pay Gap

Snapshot Date: 5 April 2020



Background

In 2017, the government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Voluntary sector organisations are covered by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force on 31 March 2017.

These regulations require the relevant organisations to publish their gender pay gap data annually. Bield falls into this category and this year we are reporting Gender Pay Gap information for the third time. Our Gender Pay Gap Report is published on the official government website (www.gov.uk) and our own website (www.bield.co.uk).

What is the Gender Pay Gap?

Simply put the gender pay gap is an equality measure which shows the difference in average pay of all men and women in a workforce.

What is it not?

The gender pay gap is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

What figures are we required to report?

We are required to report against two key measures which are expressed as a percentage of men's earnings. A positive figure means that females, on average, are paid less than males. A negative figure means that females, on average, are paid higher than males.

Mean Gender Pay Gap	The difference between the average hourly rate of a male and a female employee.
Median Gender Pay Gap	The difference between the midpoints of the ranges of pay for male and female employees.
Pay Quartiles	The proportion of male and females in each pay quartile.
Bonus Proportions	The proportion of male and females who received bonus pay during the relevant period.
Mean Bonus Pay Gender Gaps	The difference between the average bonus pay paid to male employees and female employees
Median Bonus Gender Pay Gap	The difference between the midpoints bonus pay paid to male employees and female employees

Bield Housing and Care supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic. This report fulfils Bield's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

Who are we

Bield Housing and Care is a not for profit organisation and Scottish Charity, we are also a Registered Social Landlord. As one of the largest providers of housing and support services for older people in Scotland with just over 5400 properties and a range of services, our customers extend far and wide.

Since 1971 we've been developing Housing and Services to enable Scotland's older people live the life they want.

Our brand promise is 'Free to be' - it sums up our firm belief that older people should have the freedom to make their own choices and be free to live as independently as possible. A promise which thanks to the experience, dedication and passion of our staff and volunteers we are uniquely placed to bring to life.

Gender Pay Gap Report (2020): Declaration:

This is the Gender Pay Gap Report for Bield Housing and Care using the snapshot date of 5 April 2020. These figures have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Lynne Douglas
Chief Executive

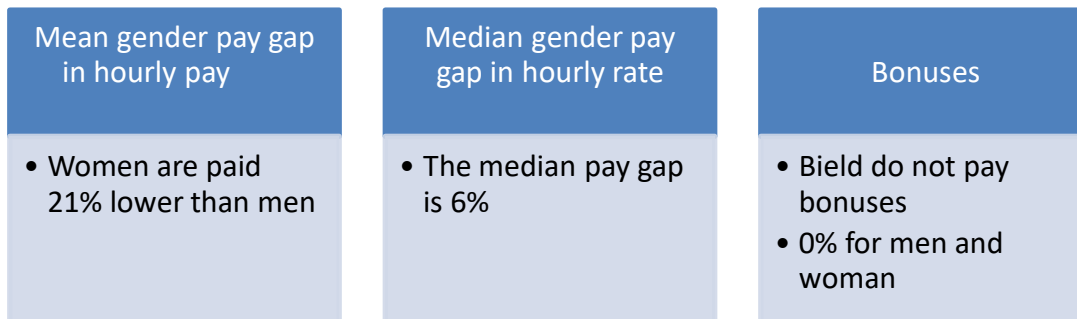
Nicola Ritchie
Director of People and OD

Gender Pay Gap Analysis

We collected our data on the 5th April 2020 when the organisation had a workforce of 788 broken down into 100 males and 688 females.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay for male and female employees.

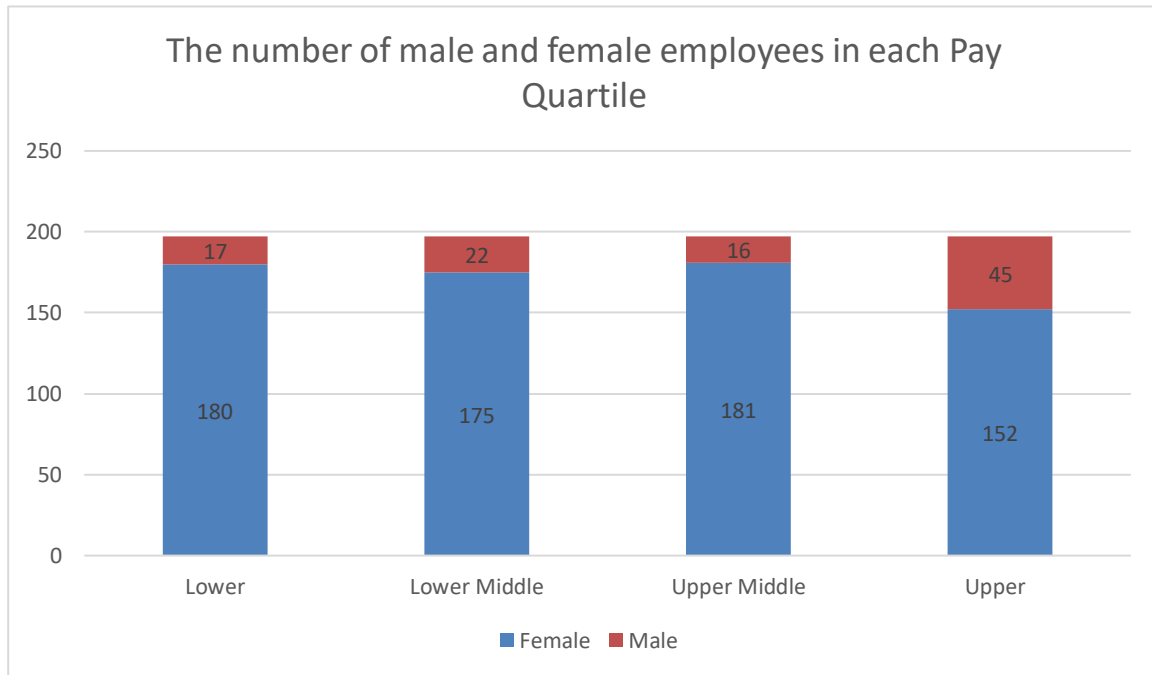
The figures show that Bield has a mean gender pay gap of 21.21% and a median gender pay gap of 6.5%. Bield do not pay bonuses therefore cannot report on this.



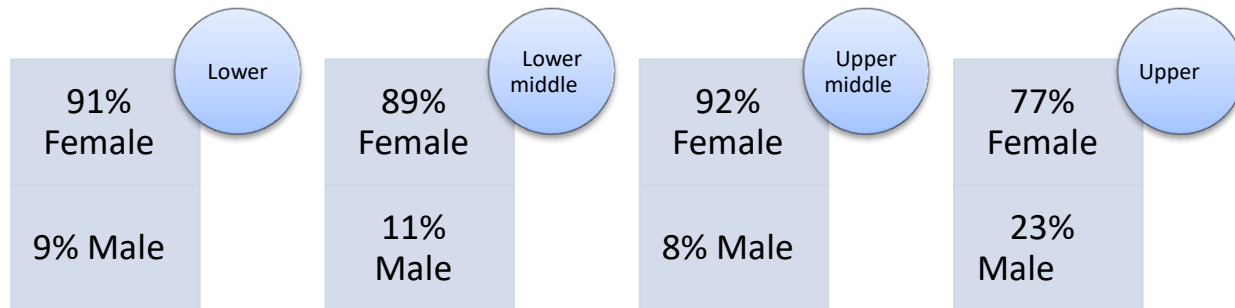
The gender pay calculation has shown Bield to have a difference of 21% between male and female hourly rates of pay. The salary structure within Bield has ensured that salaries are consistent across the grades and roles, regardless of gender. Some 87% of the workforce is female and, as a predominantly female workforce, the number of women in our frontline positions and casual worker positions impacted on this years figure. In comparison, 61% of male employees are employed in the two higher pay quartiles. In summary, the gap reported of 21% is not a true reflection of the hourly rate of pay but highlights the uneven volume of workforce of men versus women. This is the norm for the social care sector.

To understand how the grade balance impacts pay we split the proportions of male and female employees into quartiles, which is the gender split when the hourly rate of pay is ordered from lowest to highest and then grouped into 4 equal quartiles

The proportion of males and females in each pay quartile band is shown. There is a consistent proportional split of males and females across the “lower”, “lower middle” and “upper middle” pay quartiles in Bield. The ‘upper’ pay quartile has a higher proportion of male employees than the other pay quartiles.



The proportion of male and female employees in each pay quartile is shown below.



Does Bield have a Gender Pay Gap?

Bield has a mean gender pay gap of 21% and a median gender pay gap of 6%.

We are pleased to report a reduction that in comparison to the figures reported in April 2019 that:

- The mean gender pay gap has reduced from 23% to 21%
- The median gender pay gap has remained at 6.4%

Why does Bield have a Gender Pay Gap?

The pay data of 788 employees and workers across Scotland was examined and women represent 87% of workforce overall. Women are well represented at all levels in Bield, including the most senior, and at the snapshot or reporting our Senior Management Team was exclusively female. In addition female employees are also well represented at Head of Service level (46%).

A variation of male employees can have a significant impact. For example, seven out of thirteen Heads of Service are male. The current 23% pay gap would reduce to 15% if for example 5 of the seven were female. However, should the number of male frontline staff increase by 80 and the number of female frontline staff were to reduce by the same number, the current pay gap would reduce to 5%.

The median pay gap in the 'lower' and 'lower middle' quartiles is 0% due to support staff having a set annual salary in line with the Scottish Living Wage rate of pay. Therefore the median pay for males and females was £9.35.

What does Bield think about the gender pay gap?

Bield is confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. We remain committed to promoting diversity in the workplace and equal opportunities for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Bield has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic as set out above). This is demonstrated through our defined and published pay scales and job evaluation process. We also have a robust and transparent approach to recruitment, appointing candidates based on performance and competence, regardless of any protected characteristic

What are we doing about it?

Firstly, it is important that we create a wider evidence base of data to identify and remove any potential barriers to gender equality. This may include a focus on ensuring our approach to recruitment, promotion and flexible working practices don't create unnecessary barriers for those seeking employment and in particular progression to more senior roles in Bield and also increasing the proportion of male employees, particularly in frontline roles.

The key areas of focus will be:

Area	Actions
Recruitment	Bield are committed to being an equal opportunities employer and also work in line with the Safer Recruitment Guidance issued by the

	Scottish Government. We will continue to adopt these established practices as we seek to attract a skilled and diverse workforce.
Retention	Bield values the skills and knowledge that our long-serving workforce bring to the organisation and to our customers. It is important that we work hard to retain these employees and all that they bring to Bield.
Development	We will continue to provide professional and personal development opportunities and focus on supporting colleagues to progress their careers in Bield.
Flexibility	Enabling and supporting colleagues to achieve a better work/life balance will be a focus in the coming year.

Bield will continue to take the gender pay gap seriously and is committed to taking reasonable steps to reduce and ultimately eliminate the gender pay gap but in doing so we also need to be mindful of the wider set of protected characteristics. We recognise that it is unlikely that these initiatives will remove the gender pay gap and it may be several years before some will have any impact at all. In the meantime Bield will report progress annually in line with our legal obligations.