



## Why are Bield reporting Gender Pay Gap Information?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all employers with more than 250 staff to publish statutory calculations each year. Bield falls into this category.

This report details information about the Gender Pay Gap across Bield taking account of all roles in the organisation.

The information is published on the official government website ([www.gov.uk](http://www.gov.uk)) and our own website ([www.bield.co.uk](http://www.bield.co.uk)).

This is the first time we have needed to report this information. We welcome the opportunity to present our report and provide additional information to set the figures in context together with the actions we plan to take.

We are keen to engage in wider dialogue about factors, both internal and external, which influence the gender pay gap.

## So, what is the Gender Pay Gap?

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

<b>Mean Gender Pay Gap</b>	The difference between the average hourly rate of a male and a female employee.
<b>Median Gender Pay Gap</b>	The difference between the midpoints of the ranges of pay for male and female employees.

## And, what it's not about?

The gender pay gap is not the same as equal pay. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is.

Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.

We have a clear policy of paying employees equally for the same work or equivalent work regardless of gender or any other protected characteristic.

## Key Analysis

This is the Gender Pay Gap Report for Bield Housing & Care using the snapshot date of 5 April 2017.

Bield does not operate a bonus scheme.

The figures set out above have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Information) Regulations 2017.

<b>Mean</b> (average) gender pay gap	25%
<b>Median</b> (mid-point) gender pay gap	16%



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## Pay Quartiles

Band	Male	Female	Mean Gender Pay Gap	Median Gender Pay Gap	Description
A	9%	91%	-0.1%	0%	Includes all Bield employees whose standard hourly rate places them at or below the lower quartile (lowest paid)
B	9%	91%	1.8%	1.6%	Includes all Bield employees whose standard hourly rate places above the lower quartile but at or below the median
C	6%	94%	0.3%	4.5%	Includes all Bield employees whose standard hourly rate places above the median but at or below the upper quartile.
D	24%	76%	19%	16.8%	Includes all Bield employees whose standard hourly rate places them above the upper quartile (highest paid)

### Does Bield have a Gender Pay Gap?

Bield's mean gender pay gap (25%) and median gender pay gap (16%) means that the average pay of men is higher than the average pay of women.

### Why does Bield have a Gender Pay Gap?

We looked at the pay data of 1079 workers from 5th April 2017. 80% of these workers provide support to older people in our developments. These roles tend to attract more women than men. It is no surprise that women represent 88% of Bield's workforce.

Women are well represented at all levels in the organisation and make up the majority of employees in each Band. In the table above Band A – C shows there is almost no mean pay gap for our frontline roles. This is a positive indicator.

Band D is where the differences occur. This Band includes some higher paid roles within our developments right up to our Chief Executive. Women are well represented in senior roles in Bield, we have one female director in a team of five and two thirds of our next two layers or management are women.

A key feature of our workforce is that just over half of our male employees work in the highest paid quartile (Band D) compared to just 22% of female employees. This is a contributory factor to the gender pay gap.

### What does Bield think about the gender pay gap?

We know the gender pay gap does not stem from paying men and women differently for the same or equivalent work.

It is linked to the different types of roles men and women work within Bield.

Analysis of the pay gap identified a key element is linked to external factors such as the rate of pay for employees within the social care sector and also the employment choices of individuals themselves.

It is important we carry out further analysis to make sure our approach to recruitment, promotion and flexible working practices do not create unnecessary barriers for women seeking employment or progression in the workplace.



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### What is Bield going to do next?

Our Senior Management Team and the Board are committed to taking all reasonable steps to reduce and ultimately eliminate the gender pay gap but in doing so we need to be mindful of the wider set of protected characteristics.

There are three key steps in our action plan:

#### 1. Further analysis and improved monitoring:

This will help us understand more about why we have a gender pay gap. What steps we can take to make the gender pay gap smaller in the long term and in the short term make sure it doesn't increase any further.

#### 2. Review of Policy, Procedure and Practice:

We will review the application of key policies, procedures such as flexible working/family friendly policies and recruitment and selection procedures. We will also consider our practice in terms of how we develop our employees. Finally, we will ensure our managers understand their responsibilities in this area, are properly trained and have the necessary tools to make fair decisions.

#### 3. Increasing Awareness:

We need to raise awareness about equality and diversity and review existing training i.e for recruitment and selection. This will ensure people understand the issues and how they can help. Encouraging dialogue with our employee representatives and people who work for us will help employees understand the issues and think about what we can all do to improve.

We recognise it is unlikely these initiatives alone will remove the gender pay gap. It may be several years before some of our actions will have an impact.

In the interim Bield will report progress annually in line with our legal obligations.

**Brian Logan**  
Chief Executive

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