



Gender Pay Gap Report

Snapshot Date : 5 April 2018

Background

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 and this year we are reporting Gender Pay Gap information for the second time. Our Gender Pay Gap Report is published on the official government website (www.gov.uk) and our own website (www.bield.co.uk).

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.

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.

And, what is it not?

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

Gender Pay Gap Report (2018): Key Analysis

This is the Gender Pay Gap Report for Bield Housing & Care using the snapshot date of 5 April 2018. These figures have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Mean (average) gender pay gap	23.09%
Median (mid-point) gender pay gap	5.77%

As Bield does not pay bonuses there are no figures to report in relation to bonuses.



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The proportion of males and females in each pay quartile band is shown in the table below:

Band	Male	Female	Mean Gender Pay Gap	Median Gender Pay Gap	Description
A	7.1%	92.9%	-0.08%	0.00%	Includes all Bield employees whose standard hourly rate places them at or below the lower quartile (lowest paid)
B	10.7%	89.3%	-0.32%	0.00%	Includes all Bield employees whose standard hourly rate places above the lower quartile but at or below the median
C	9.1%	90.9%	0.94%	-2.97%	Includes all Bield employees whose standard hourly rate places above the median but at or below the upper quartile.
D	21.9%	78.1%	19.94%	22.04%	Includes all Bield employees whose standard hourly rate places them above the upper quartile (highest paid)

Does Bield have a Gender Pay Gap?

We are pleased to report a reduction in both our mean and median gender pay gap in comparison to the figures reported in April 2018 although these figures show that the average pay of men is higher than the average pay of women.

- The mean gender pay gap has reduced from 25% to 23%
- The median gender pay gap has reduced from 16% to 6%

Why does Bield have a Gender Pay Gap?

The pay data of 1007 employees and workers across Scotland was examined and women represent 88% of workforce overall.

Women are well represented at all levels in Bield, including the most senior, and at the snapshot or reporting date there was one female director in a team of five. Two thirds of our managers (Grade 1 and Grade 2) were women. However, 45% of our male employees worked in Band D (the highest paid quartile) compared to 22% of our female employees.

The majority of our workforce (80%) provides support to older people in our developments. These types of roles tend to attract more women than men and it is of no surprise that women represent 91% of workforce. Although, these roles are represented across all four pay quartiles, the majority of this part of our workforce 75% is represented in Bands A to Band C.



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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

We are pleased to see that both our median and mean pay differences have reduced but recognise that we have a responsibility to take steps to maintain the reduction in the future. 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 women seeking employment and in particular progression to more senior roles in Bield and also increasing the proportion of male employees, particularly in frontline roles.

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.

Brian Logan
Chief Executive

Contact us to find out more:

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