



Gender Pay Gap Report

Snapshot date 5 April 2021



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 fourth 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 Pay Gender 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 2021. 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 2021 when the organisation had a workforce of 702 employees broken down into 105 males and 597 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% and a median gender pay gap of 7.3%. Bield do not pay contractual bonuses therefore are not required to report on this.

Mean gender pay gap in hourly pay	Median gender pay gap in hourly rate	Bonuses
<ul style="list-style-type: none">• Women are paid 20.97% lower than men	<ul style="list-style-type: none">• Women are paid 7.3% lower than men.	<ul style="list-style-type: none">• Bield do not pay contractual bonuses

The mean gender pay calculation has shown Bield to have a difference of 20.97% between male and female average hourly rates of pay. It is a positive number which shows that on average our female workers are paid less than men. Although our Senior Management and Leadership Teams have strong female representation, at Bield a high proportion of men that we employ are employed in higher paid roles.

The median gender pay gap shows the difference between the median hourly rate of pay of males and females. We are pleased to see that our median gender pay gap of 7.3% is lower than the UK average which is currently 15.4% (Office of National Statistics 2021).¹

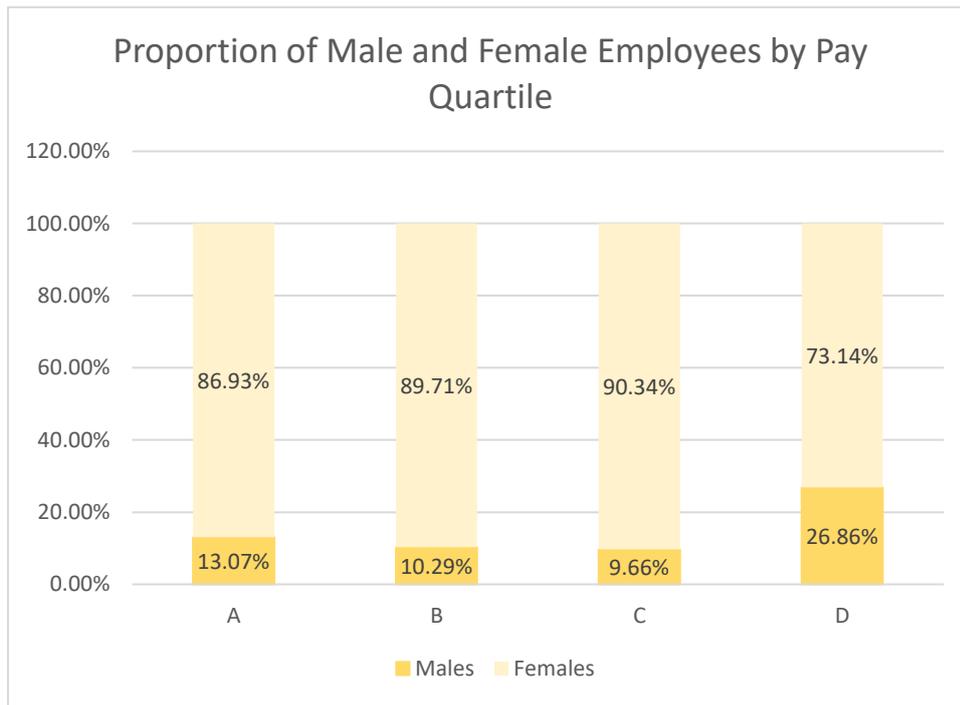
The salary structure within Bield has ensured that salaries are consistent across the grades and roles, regardless of gender as all roles are mapped to a salary scale,

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)



To better 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 in the table below. 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 composition of our workforce reflects the proportion of women employed in frontline positions in our services and developments.

- 85% of the workforce is female with 79% of our predominantly female workforce employed in positions which fall within the three lower pay quartiles.
- 15% of the workforce is male with 61% of our male employees employed in positions which fall within the two higher pay quartiles.

This is broadly representative of the make-up of the housing and care sectors across the UK as a whole which remain predominately female

In summary, the gap reported of 21% highlights the uneven volume of workforce of men versus women. This is the norm for the social care sector, which as noted above has a predominantly female workforce within the UK. It also comprises a high proportion of part time workers.



Does Bield have a Gender Pay Gap?

Bield has a mean gender pay gap of 20.97% and a median gender pay gap of 7.3%.

We are able to report that in comparison to the figures reported in April 2020 that

- The mean gender pay gap has remained static at 20.97% (21%)
- The median gender pay gap has increased to 7.3% from 6.5%.

Why does Bield have a Gender Pay Gap?

The pay data of 702 employees across Scotland was examined. Women represent 85% of workforce overall and are well represented at all levels in Bield, including the most senior. At the snapshot date for reporting our Senior Management Team was exclusively female. In addition female employees are well represented at Head of Service level (58%). However there is also a high proportion of females (87% to 90%) in the lower three pay quartiles.

In contrast to this we have a low proportion of men employed in the lower three pay quartiles (10% to 13%) and a higher proportion working in the highest pay quartile (27%). The increase to the median pay gap from 6.5% in April 2020 to 7.3% in April 2021 can partly be attributed to the increase proportion of male workers in the highest pay quartile from 22.8% in April 2020 to 26.8% in April 2021. The effect of this relatively small change in the proportion of male workers on the highest pay quartile is illustrated in the table below:

	Median hourly rate of pay 2020	Median hourly rate of pay 2021	% increase
Male Employees	£10.27	£12.08	17.62%
Female Employees	£9.59	£10.40	8.4%

If we take the time to look at the mean and median pay gaps by Pay Quartile we learn that:

- Both the mean and median pay gap in the 'lower' and 'lower middle' quartiles are 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 c£9.50 per hour.



- The mean pay gap in the 'upper middle' quartile is -1.43% which means that in this pay quartile, which comprises mostly of Managers of frontline services, that women are paid 1.43% more than males in the same pay quartile. This pay quartile also has the lowest level of representation of males in the workforce.
- The mean pay gap in the 'upper' quartile is 25.80%. The upper pay quartile comprises mostly of office based employees and despite the strong representation of female employees at senior levels of management a gender pay gap exists because of the proportion of males at higher paid salary grades in this pay quartile, often in roles which attract additional monetary benefits i.e. car allowance.

The pay award for 2022-23 is effective from 1 April 2022. The decision to award the highest percentage increase to the lowest paid members of staff is likely to have an impact on both mean and median gender pay gap figures at 5 April 2022. The specific changes made should have the effect of reducing the differential between the lower and higher paid employees across the workforce thereby reducing but not eliminating the difference between average and median hourly rates of pay,

The specific changes from 1 April 2022 are:

- Implementation of increase to Scottish Living Wage rate of pay (4.2%) as our minimum rate of pay across the business.
- Implementation of increase to Adult Social Care Pay rate of pay (10.5%) for social care workers in comparison to rate of pay at 5 April 2021.
- Implementation of targeted increases across other roles to achieve fairer pay differentials.
- Lower rate of increase (0% to 2%) for higher paid roles within the business.

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.

What else 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. Also increasing the proportion of male employees, particularly in frontline roles, will create balance within our workforce.

The key areas of focus as we shape and implement our People Strategy in 2022-23 will be

Area	Actions
Recruitment	Bield are committed to monitoring our recruitment and selection processes to ensure that there are no barriers to developing a diverse workforce. We have already begun to review our recruitment, selection and induction processes, which will help to shape our recruitment service post-covid and enable us to respond effectively to sector based recruitment challenges.
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, focussing on the creation of career and skill development pathways to support individual progression.
Flexibility	Enabling and supporting colleagues to achieve a better work/life balance and promoting flexible working 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.