

## Independence Matters Gender Pay Gap

Independence Matters is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

The mean gender pay gap for Independence Matters is -2.2%

The median gender pay gap for Independence Matters is -2.0%

The mean gender bonus gap for Independence Matters is ---%

The median gender bonus gap for Independence Matters is ---%

The proportion of male employees in Independence Matters receiving a bonus is 0.0% and the proportion of female employees receiving a bonus is 0.2%

### Pay quartiles by gender

Band	Males	Females	Description
A	29.8% (54)	70.2% (127)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	27.5% (50)	72.5% (132)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	25.3% (46)	74.7% (136)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	25.7% (47)	74.3% (136)	Includes all employees whose standard rate places them above the upper quartile

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

The key data that drive the Gender Pay Gap within Independence Matters is depicted in the table above. The workforce is divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of women to men in each Band. However, within Independence Matters 70.2% of the employees in Band A are women and 29.8% men. The percentage of male employees decreases throughout the remaining Bands, from 27.5% in Band B to 25.7% in Band D.

## How does Independence Matters gender pay gap compare with that of other organisations in the sector?

Many organisations have a gender pay gap which reflect male employees earning more than female employees for comparable roles, and we are pleased and proud to be able to say that Independence Matters gap compares proportionately favourably with that of other organisations within the charities/not for profit sector.

The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3%, while in the health and social work sector is 26.0%. At -2.2%, Independence Matters mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the November 2016 ONS ASHE figures) is 18.1%, health and social work sector is 7.7%. At -2.0%, Independence Matters median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

## Comparison with other organisations

Group	Mean gender pay gap (%)	Mean gender pay gap (£)
Independence Matters	-2.2	-0.21
Whole sample	17.5	4.79
Sector: Charities / not for profit	8.3	1.97
Industry: Not for profit	8.3	1.97
Turnover: Under £100 million	14.3	3.36
Employees: 250 - 999	16.7	4.36
National Statistics (ASHE 2016)	All employees: 17.3; Human health and social work: 26.0; Other services: 21.5	All employees: 2.95; Human health and social work: 4.90; Other services: 3.37

With the exception of one person receiving a performance-related pay element at Norfolk Industries, pet bedding factory, Independence Matters does not pay bonus payments; therefore, the results in this category is negligible.

**What are the underlying causes of Independence Matters gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Independence Matters is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Independence Matters evaluates job roles and pay grades and have pay associated with the role rather than the person employed in that role, to ensure a fair structure and is proud that the gender pay gap reflects this. The negative gender pay gap is the result of the roles in which men and women work within the company and the salaries that these roles attract. Within the company there are more women in senior positions than men.

**What is Independence Matters doing to address its gender pay gap?**

Independence Matters gender pay gap results reflect the proportion of female to male employees in the company. However, it does not mean that the company should take no action, rather it needs to work with others in the sector to encourage more interest from male job seekers to be able to match our customer profile. Though Independence Matters recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make, we are committed to continuing to support career events at local secondary schools, to raise young people's awareness of the different career opportunities available within the health and social care sector, and to help dispel any misperceptions and stereotypes.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Sarah Stock, Managing Director confirm that the information in this statement is accurate.

Signed:



Date: 01 November 2017