

Independence Matters Gender Pay Gap – April 2023

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

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

On the snapshot date of 5 April 2023 Independence Matters had a total of 548 workers categorised as “relevant employees” and used in the reporting of bonus pay gap statistics. 452 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics. 74% of workers are female and 26% are male.

Metrics

1. The **mean gender pay gap** for Independence Matters is -1.7%
2. The **median gender pay gap** for Independence Matters is -1.8%
3. The **mean gender bonus gap** for Independence Matters is 0.0%
4. The **median gender bonus gap** for Independence Matters is 0.0%
5. The percentage of
 - **male employees** in Independence Matters receiving a bonus is 0.0%
 - **female employees** in Independence Matters receiving a bonus is 0.0%
6. The percentage of males and females in each pay quartile band for Independence Matters is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	32%	68%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	23%	77%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	24%	76%
D	Includes all employees whose standard hourly rate places them above the upper quartile	24%	76%

The figures set out above are based on the data supplied by Independence Matters and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

How does Independence Matters compare with other organisations?

Many organisations have a gender pay gap that reflects male employees earning more than female employees. We are pleased and proud to be able to say that at Independence Matters the median pay gap is zero and the mean pay gap shows a small negative value – meaning that women, on average, are paid slightly more than men. This compares well to the national figures, which are a median of 14.3% and a mean of 13.2%

Compared to last year the mean gender pay gap has narrowed from -6.1% to -1.7% and the median gender pay gap has changed to -1.8%. By both measures this means that female workers earn slightly more than male workers, on average.

Independence Matters did not award employees a bonus payment in 2022/2023 and, as such, the bonus gap is 0% for both the mean and median calculation.

What are the underlying causes of a 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, regardless of their sex (or any other characteristic set out above).

Independence Matters has a role-based pay structure which links pay to the role rather than the person. This method ensures gender neutral pay which is reflected in our consistently low gender pay gap percentage. 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.

Independence Matters continues 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:

A handwritten signature in black ink, appearing to read 'S Stock', written in a cursive style.

Date: March 2024