

## Independence Matters Gender Pay Gap – April 2021

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 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

On the snapshot date of 5 April 2021 Independence Matters had a total of a total of 522 workers of which 520 were categorised as “relevant employees” and used in the reporting of bonus pay gap statistics. 508 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.

### Metrics

1. The **mean gender pay gap** for Independence Matters is -7.4%
2. The **median gender pay gap** for Independence Matters is 0.0%
3. The **mean gender bonus gap** for Independence Matters is 0.4%
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 99.3%
  - **female employees** in Independence Matters receiving a bonus is 99.0%
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 <b>at or below the lower quartile</b>	15.0%	85.0%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	33.1%	66.9%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	26.0%	74.0%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	33.9%	66.1%

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.

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 **85%** of the employees in Band A are women and **15%** men. However, the percentage of male employees is larger in Bands B, C and 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 significantly favourably with that of all other organisations, including the charities/not for profit sector.

Source	Group	Mean gender pay gap (%)
Independence Matters	Independence Matters	-7.4
All 2020-21 reports	Whole sample	13.3
All 2020-21 reports	Sector: Charities / not for profit	7.3
All 2020-21 reports	Industry: Not for profit	7.3
National Statistics	All employees	14.4
National Statistics	Human health and social work	21.8

Compared to last year the mean gender pay gap has increased by -3.1% (2020: 4.3%) and the median gender pay gap has remained the same at 0% (2020:0%)

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

Independence Matters awarded all employees a bonus payment in 2021. This payment is also included within the gender pay gap analysis and the results of the bonus analysis are shown below.

The mean gender bonus gap for Independence Matters is **0.4%**.

<b>Group</b>	<b>Mean gender bonus gap</b>	<b>Mean gender bonus gap (%)</b>
Independence Matters	Independence Matters	0.4
All 2020-21 reports	Whole sample	34.6
All 2020-21 reports	Sector: Charities / not for profit	17.9
All 2020-21 reports	Industry: Not for profit	17.9
National Statistics	All employees	66.8
National Statistics	Human health and social work	-

At 0.4%, the mean gender annual bonus gap for Independence Matters is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

Independence Matters did not award bonus payments in 2020 so there is no comparator data.

### **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 for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

*'the life you choose...'*

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: October 2021