

Independence Matters

A social enterprise reinvesting in the people that matter

Gender Pay Gap Report 2017

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing personal individual data.

This is the 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%
- 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.

Background to Independence Matters

Independence Matters employs approximately 800 staff members across a diverse range of support services throughout the county of Norfolk.

We are a not for profit, community interest company who run our businesses for the benefit of people and communities.

We are 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.

Some facts about the Independence Matters

- 74% of all employees are female
- 85% of all managers are female
- 84% of the senior management team are female
- We have a female Managing Director

Our approach to pay and benefits

- Employees under 25 years olds are paid our full adult pay rate rather than using the lower tier permitted under the national living wage
- Our highest paid colleague is paid 4.74 times that of our lowest paid employee, very much within the maximum ratio of 20 recommended by the Work Foundation

Actions

Our current mean pay difference of -2.2% shows 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.

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 and career fairs 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.