

## Independence Matters Gender Pay Gap

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 2019 Independence Matters had a total of 692 workers of which 659 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 -4.1%
2. The **median gender pay gap** for Independence Matters is -1.2%
3. The **mean gender bonus gap** for Independence Matters is --%
4. The **median gender bonus gap** for Independence Matters is --%
5. The percentage of:
  - o **male employees** in Independence Matters receiving a bonus is 0.0%
  - o **female employees** in Independence Matters receiving a bonus is 0.2%
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>	28.7%	71.3%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	29.7%	70.3%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	28.5%	71.5%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	21.8%	78.2%

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 **71.3%** of the employees in Band A are women and **28.7%** men. The percentage of male employees decreases in Band D to just **21.8%**.

### **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 other organisations within the charities/not for profit sector.

<b>Group</b>	<b>Mean gender pay gap (%)</b>	<b>Median gender pay gap (%)</b>
Independence Matters	-4.1	-1.2
Whole sample	13.1	9.5
Sector: Charities / not for profit	5.6	1.5

Compared to last year the mean gender pay gap for Independence Matters has increased by 2 percentage points (2018: -2.1%) and the median gender pay gap has 1.5% (2018: 0.3%)

### **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

A social enterprise reinvesting in the people that matter

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.

## **Why has Independence Matters gender pay gap increased this year?**

Independence Matters gender pay gap results reflect the proportion of female to male employees in the company and the positions they hold within the company. Independence Matters management team consists of a high proportion of female which is a key driver the gender pay gap.

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:



Date: 29 August 2019