

## Linkage Community Trust Gender Pay Gap Report

Linkage Community Trust is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018.

The mean gender pay gap for Linkage is **1.38%**.

The median gender pay gap for Linkage is **0%**.

The Trust does not operate a bonus scheme therefore there is no requirement to report.

### Pay quartiles by gender

Band	Males	Females	Description
A	28.5%	71.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	23.2%	76.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	21.9%	78.1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	29.8%	70.2%	Includes all employees whose standard hourly 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.

### What are the underlying causes of Linkage's 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

Linkage 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.

Linkage has a structured pay and grading system that is adhered to by role and post levels therefore is paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). Linkage is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

The 1.38% Mean Gender Pay gap appears to have been caused by the following:

- more females (14) than males (5) work for Linkage on term time only contracts, including on 41.54 (x2), 42.37 (x2), and 43.85 (x15) working weeks per year. The nature of the calculations directed by the Government require an average months' salary to be extrapolated which has proportionately lowered the mean pay of females as there is a higher proportion of females (73.7%) to males (26.3%) on these contracts.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations) while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to work part/term time and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is not however reflected in the make-up of Linkage workforce, where there is a reasonably even spread across all quartiles of male and female representation, on average there are 25% males and 75% females in the Trust.

This can be seen above in the table depicting pay quartiles by gender. This shows Linkage workforce 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 men to women in each Band. Within Linkage, 71.5% of the employees in Band A are women and 28.5% men and the percentage of male employees remains fairly stable throughout the bands, with a slight increase to 29.8% in Band D. This is against the national trend which sees the percentage of male employees increasing the higher the quartile.

### **How does Linkage's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Linkage's gap compares favourably with that of other organisations, including those within our sectors.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.1%, while the Human Health & Social work activities which includes residential care homes is 24.6% and for Education it is 17.3%.

At 1.38%, Linkage's mean gender pay gap is, therefore, significantly lower than both for the whole economy and that for our sectors.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, while the Human Health & Social work activities which includes residential care homes is 17.3% and for Education it is 25.9%.

At 0%, Linkage's median gender pay gap is not only lower but also represents no pay gap at this measure both for the whole economy and that for our sectors. This is because the mid points of the ranges of male and female hourly pay are the same.

### Comparison with other organisations

	Linkage	2018 ONS ASHE whole sector	2018 ONS ASHE Education sector	2018 ONS ASHE Human Health and Social work activities sector
Mean gender pay gap	1.38%	17.1%	17.3%	24.6%
Median gender pay gap	0%	17.9%	25.9%	17.3%

According to the October 2018 ONS ASHE figures, as occupations related to Linkage's core business, care workers and home carers report on a 2.0% median pay gap and an 1.7% mean pay gap, whilst special needs education teaching professionals report on an 2.4% median pay gap and an 5.5% mean pay gap.

### What is Linkage doing to address its gender pay gap?

While Linkage's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the **Human Health and Social work activities** sector, **Education** sector this is not a subject about which Linkage is complacent, and it is committed to doing everything that it can to further reduce the gap.

However, Linkage also recognises that its scope to act based on the underlying causes of its gender pay gap is limited. Although not as a result of any deliberate initiative, the natural movement in the roles in Band D since the Gender Pay Gap report was first published (snap shot date 5 April 2017), with more senior females having been appointed, is believed to have been the main contributor to reducing the gap from 4.68% as at 5 April 2017 to 1.38% as at 5 April 2018.



Linkage are proud to have been awarded the Investors in Diversity Accreditation (Stage 2) and are currently undergoing the re-accreditation process.

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

I, Valerie Waby, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink that reads "Valerie Waby".

Date

11 March 2019