

GENDER PAY GAP REPORTING 2021

1. INTRODUCTION AND CONTEXT

- 1.1. Gender Pay Gap Reporting, must be published by 5 October 2021.
- 1.2. Published to HMRC website annually mandatory, and to website (not mandatory), but will support the HMRC published figures.

2. KEY INFORMATION

- 2.1. See Supporting Appendix and website data below.

3. PROPOSAL

- 3.1. Agree and publish to website, and consider content to appear on organisation website.

4. RESOURCES REQUIRED

- 4.1. Basic information has been gathered, additional information and analytics, would require extra resources of HR/Payroll.

5. DEPENDENCIES, RISKS AND MITIGATIONS

- 5.1. Risk of fines if not published by required deadlines.

6. RECOMMENDATION

- 6.1. Agree compulsory content along with supporting content for website.

7. NEXT STEPS

- 7.1. Upon approval, input data to HMRC site, and upload additional narrative to website (if applicable) by 5 October 2021 at the latest.
- 7.2. A requirement is annual so this will be requested each year.

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SUPPORTING ADDITIONAL DATA

GENDER PAY

The charity (excluding its subsidiary WRVS Services Welfare Limited which is not caught by the relevant legislation) must, by 5 October 2021, once again publish its gender pay gap information to H M Revenue & Customs. Work has been completed to establish this information using data held at 5 April 2020.

The gender pay gap is the difference between the average earnings of men and women expressed relative to the men's earnings. The headline statistics are split between mean and median figures.

The HMRC data (2019) can be found here:

gender-pay-gap.service.gov.uk/Employer/MnOzEVqK/2019

MEAN GENDER PAY GAP

The charity's mean gender pay gap for all full time and part time employees is 15.6%. The mean gap compares the average pay for a woman and the average pay for a man. This means that the charity is paying females 15.6% less than males. The mean gap favours males despite the fact that the charity employs significantly more females. The gap is largely attributable to a greater proportion of females being employed in lower paid roles and the number of males in higher paid roles, particularly at the upper percentile. There are also more women working in part time roles.

The national **mean** gender pay gap among all employees was 15.5% in 2020.

ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020

The **mean** gender pay gap has increased from the charity's April 2020 reportable gender gap of 14.3%.

There is no one single change that can explain the increase, it is a result of a range of factors. From 2019 to 2020 however, the percentage of males that occupy upper middle quartile roles has increased (by 5.57%), as has the percentage of females occupying lower quartile roles (by 12.36%). Using the mean figure alone can be misleading because percentages can change with just one senior male to female replacement and vice versa. It is for this reason that the Government request the median figure is also reported, and this is arguably a more representative measure of the Royal Voluntary Service pay gap because it is not affected by 'outliers'.

MEDIAN GENDER PAY GAP

The charity's median gender pay gap is 0%. The median gap is less impacted by outlier numbers than the mean as it compares the "middle" pay for a woman and a man if all pay awards for both were ranked from low to high. This means that at the precise mid-point of each gender's pay there is not a pay gap.

The **median** gender pay gap has reduced from the charity's April 2020 reportable gender gap of 0%.

Women earn £1 for every **£1** that men earn when comparing median hourly wages.

On average, women working in charities earn 7% less than men working in charities as a mean average. Compared to other sectors, charities have a much higher representation of women across all pay quartiles.

Despite the national average falling for charities, which stands well to the private sector, Royal Voluntary Service is above the average.

Reporting data is published on the gov.uk website: gender-pay-gap.service.gov.uk/ [accessed 10 December 2020].

WEBSITE REPORT ON GENDER PAY

Royal Voluntary Service has undertaken its third Gender Pay Gap analysis in line with the Government's reporting obligations. Results are published annually on the .gov.uk website and Royal Voluntary Service can publish more detail on our own website.

For this report, we collected our staff data on 5 April 2020. On that date, the charity had 889 employees; 679 females and 210 males.

Basic analysis shows that on average the charity pays its females:

0.0% LESS THAN MALES **MEDIAN GENDER PAY GAP IN HOURLY PAY**

This is the difference between the median hourly rates of pay of male and female relevant employees

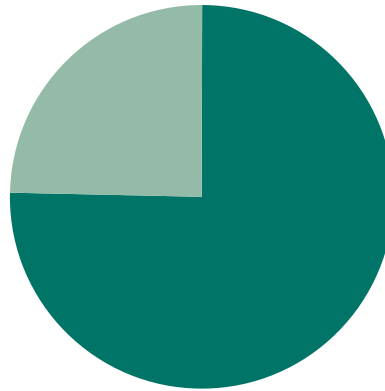
15.6% LESS THAN MALES **MEAN GENDER PAY GAP IN HOURLY PAY**

This is the difference between the mean hourly rates of pay of male and female relevant employees

WE KNOW THAT A MORE DETAILED PICTURE SITS BEHIND THESE FIGURES.

As with many other charities, Royal Voluntary Service's staff team is predominantly female. Until 2012 we were called "Women's Royal Voluntary Service".

We have three times as many females supporting our charity as males.



TOTAL RELEVANT EMPLOYEES



More in depth analysis shows that when our whole staff team is divided equally into four groups based on their pay, the number of females outnumbers the number of males in all four groups.

QUARTILE PAY BAND	MALE NUMBER	FEMALE NUMBER	TOTAL NUMBER	MALE %	FEMALE %	MALE AVERAGE	FEMALE AVERAGE
LOWER (0-25% OF FULL-PAY RELEVANT EMPLOYEES)	41	183	221	18.31%	81.69%	£8.72	£8.72
LOWER MIDDLE (25-50% OF FULL-PAY RELEVANT EMPLOYEES)	40	179	225	18.26%	81.74%	£8.72	£8.72
UPPER MIDDLE(50-75% OF FULL-PAY RELEVANT EMPLOYEES)	48	177	219	21.33%	78.67%	£9.50	£9.62
UPPER (75-100% OF FULL-PAY RELEVANT EMPLOYEES)	81	140	224	36.65%	63.35%	£19.10	£18.11
TOTAL	210	679	889	23.62%	76.38%		

Looking at the proportion of male and female employees in each group, we find a higher share of women than men are employed in the lowest quartiles.

Women are much more likely than men to work part-time and part-time employees tend to have lower pay and work in different roles to full-time employees.

Catherine Johnstone CBE
Chief Executive | Royal Voluntary Service

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.