

GENDER PAY GAP REPORTING:

Background:

In April 2017 the 'Equality Act 2010 (Gender Pay Gap Information) Regulations 2017' for private and voluntary-sector employers came into force. It requires all private and voluntary-sector employers with 250 or more employees to publish prescribed information about their gender pay gap results.

We are required to publish that information on our website in a publicly accessible manner along with a signed statement that the information is accurate accompanying the results and the results must remain on the website for at least three years

We are also required to upload the gender pay gap analysis results onto the Government's reporting website.

This information is set out below, with the 2017, 2018, 2019 and 2020 figures inserted for comparative purposes, along with a brief commentary about the data for April 2021. Please note that the data has been posted on the HMG website and the APG website in the same format as last year.

The prescribed information:

To remind the Board, the data analysed is that of employees in the Group as of 5th April 2021 which includes workers as well as some sessional staff.

There are six calculations which must be made which show:

1. The average gender pay gap as a mean average;
2. The average gender pay gap as a median average;
3. The average bonus gender pay gap as a mean average;
4. The average bonus gender pay gap as a median average;
5. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment; and
6. The proportion of males and females when divided into four groups ordered from lowest to highest pay.

APG Results:

One of the benefits of introducing MyHR, the new HR Database, has been the capture and analysis of our headcount alongside our payroll data which enables us to meet our legal obligations and comply with the Equality Act 2010.

In partnership with a specialist agency we have been able to assess the data which has resulted in the following -

	2017	2018	2019	2020	2021
Mean gender pay gap	16.5%	17.1%	16%	17.3%	18.9%
Median gender pay gap	14.8%	16.4%	13.6%	13.3%	13.6%
Mean gender bonus gap	21.8%	-21.3%	0%	-58.3%	-156.5%
Median gender bonus gap	62.5%	-100%	0%	-375%	-53.5%
% male staff receiving a bonus	3.6%	2.3%	0%	3.4%	0.8%
% female staff receiving a bonus	1.2%	1.5%	0.5%	1.4%	0.8%

The mean gender pay gap has increased by 1.6% during the last year to 18.9% and the median gender pay gap has increased by 0.3%. In real terms the mean hourly rate for males is £23.82 per hour and £19.31 per hour for females which is an actual difference of £4.51 per hour. The median hourly rate is £21.59 per hour for males and £18.66 per hour for females which is an actual difference of £2.94 per hour.

We are able to benchmark our data against other organisations participating in the Xpert HR Gender Pay Gap Reporting Service. The mean gender pay gap at 18.9% is significantly above the whole sample figure of 13%. Similarly the median gender pay gap at 13.3% is significantly higher than the whole sample figure of 10.1%.

The pay quartiles percentages (number of employees in each band) are:

Band	2017		2018		2019		2020		2021	
	M %	F %	M %	F %	M %	F %	M %	F %	M %	F %
D	23.7	76.3	25.2	74.8	25	75	46.6	53.4	45.6	54.4
C	28	72	26.9	73.1	29.2	70.8	32.3	67.7	29.7	70.3
B	31.6	68.4	32.6	67.4	33.5	66.5	28.5	71.5	32.4	67.6
A	45.1	54.9	45.4	54.6	45.6	54.4	25.1	74.9	23.3	76.7

The mean and median pay gaps have remained broadly similar although the % of males in the higher pay quartiles continues to be disproportionate to the number of male to female breakdown in the organisation. Overall approximately 67% of the workforce is female and 33% male (385 males and 768 females).

The main cause of the gender pay gap within Alpha Plus Group is the high proportion of females in the lowest pay quartile (Band A) which has almost 77% of females with only 23% of males in the lower quartile. This has increased from 54.9% in 2017 to 76.7% in 2021 which is an increase of almost 22%.

In the highest pay quartile (Band D) the proportion of males to females is roughly equal with 54.4% females and 45.6% males in the higher earnings group. However, this is disproportionate to the breakdown of 67% female employees and has actually reduced by 1% on the previous year and by 22% in 2017.

Bonus breakdown

The figures for bonus pay gap are showing as negative as during the assessment period the mean and median bonus for females were higher than the mean and median bonus for males. The mean female bonus figure in 2021 was £3,141.83 against a male bonus figure of £1,225 which is a real difference of -£1,916.83. The median bonus for males was £1,300 against a median female bonus of £1,995.50 which is a real difference of -£695.50.

At -156.5%, the mean gender annual bonus gap is significantly below the sample figure of 34.3%. At -53.5% the median gender annual bonus gap is also significantly below the sample figure of 18.6%.

Bonuses are not widely awarded within the Alpha Plus Group hence the low figures of 0.8% of females receiving a bonus and 0.8% of males against the sample of 19% of females and 20.6% of males. The proportion of males and females receiving a bonus this year is the same with 6 female staff receiving a bonus and 3 male members of staff receiving a bonus during 2020/21.