



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Equal Pay Review Report

As at 1 January 2018



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Other formats:

This document is also available in Welsh.

1. Context

1.1 The purpose of an equal pay audit is to identify if there are any actual or potential inequalities relating to pay within the organisation, and if there are any, to take action to address them.

1.2 Historically these audits were introduced to check that organisations were not paying men and women different rates of pay for the same work or work of equal value.

With the introduction of the Equality Act 2010, equal pay audits have now been extended to cover all the protected characteristics which are:

- sex
- age
- disability
- race
- gender reassignment
- pregnancy or maternity
- religion or belief
- sexual orientation
- marriage and civil partnership.

1.3 In particular, we want to check that we are not directly or indirectly discriminating against any employee or group of employees through our pay systems.

2. Objectives of the review

2.1 The objectives of the review are to:

- make sure that our pay systems are transparent
- make sure that employees receive equal pay for equal work
- identify and explain the reasons for any pay differences
- identify and report our gender pay gap.

3. Gender pay gap

3.1 Since April 2017, organisations with more than 250 employees have been required to publish their gender pay gap. Although we do not fall into the scope of this legislative requirement as we have fewer than 250 employees, we feel it is good practice to include the gender pay gap data as part of our equal pay audit.

3.2 What is the difference between the gender pay gap and equal pay?

The Equality and Human Rights Commission (EHRC) describes the difference as follows:

“Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings.”

3.3 The Office of National statistics reports the median average gap has risen slightly from 18.2 per cent in 2016 to 18.4 per cent in 2017.

Our gender pay gap

3.4 On 1 January 2018, our gender pay gap was 16.46 per cent.

3.5 Our median pay gap is close to the UK average. When we look at the breakdown in quartiles, we see that although women occupy 60 per cent of the roles in the higher quartile, they also occupy 91.3 per cent of the lower quartile.

Pay quartiles (How many men and women are in each quartile of our payroll)	
Top quartile	
Men	40%
Women	60%
Upper middle quartile	
Men	32%
Women	68%
Lower middle quartile	
Men	36%
Women	64%
Lower quartile	
Men	8.7%
Women	91.3%

4. Equal pay

Equivalent work

4.1 We compared the salaries for men and women on each pay grade within the organisation. We deemed this the best way to compare “like for like” work.

4.2 The graphs below show the salaries for men and women on each grade and the length of time they have been on that grade. The points on the graph may represent more than one person. The table in appendix 2 references the exact numbers.

4.3 In general, we would expect to see salaries increase with length of service, regardless of gender.

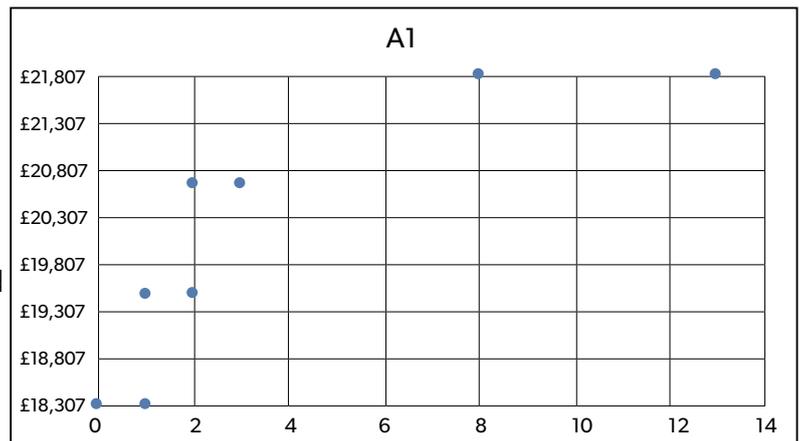
4.4 It is usual practice within Social Care Wales to appoint new employees to the first (minimum) point of the relevant pay grade.

Where existing staff are promoted to a higher grade role within the organisation, we identify if there is an overlap in salary bands and on occasion will appoint above the minimum point of the new pay grade.

A1: analysis

In A1, there are 13 women in post and as of 1 January 2018 no men. We will be carrying out an additional exercise to find out at what stage in the recruitment and selection process male applicants for A1 posts aren't coming through. For example, are male candidates applying and not making it through the shortlist or interview process? Or are they not applying at all?

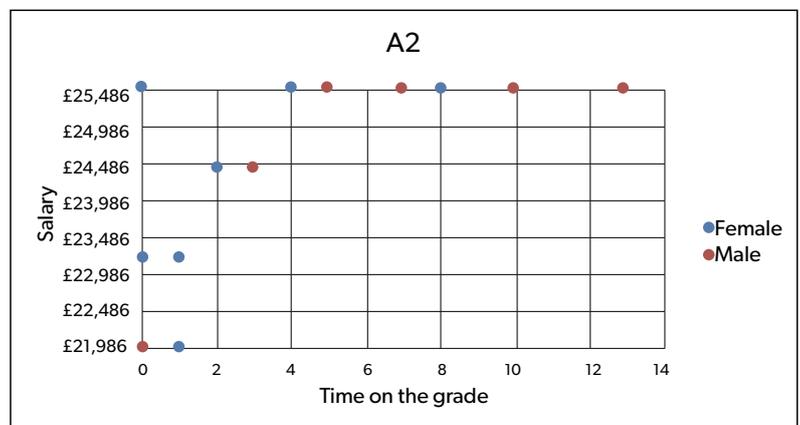
For those that are in post, their salaries reflect their length of service.



A2: analysis

In A2, there are 13 women and eight men in post. There is one notable exception where a female employee started at the maximum point of the pay grade.

This was a post we found difficult to recruit to, only receiving one application. The candidate had a vast amount of relevant experience and her previous role was at the top end of our A2 pay grade. A decision was taken to appoint at the top of the scale for this reason.

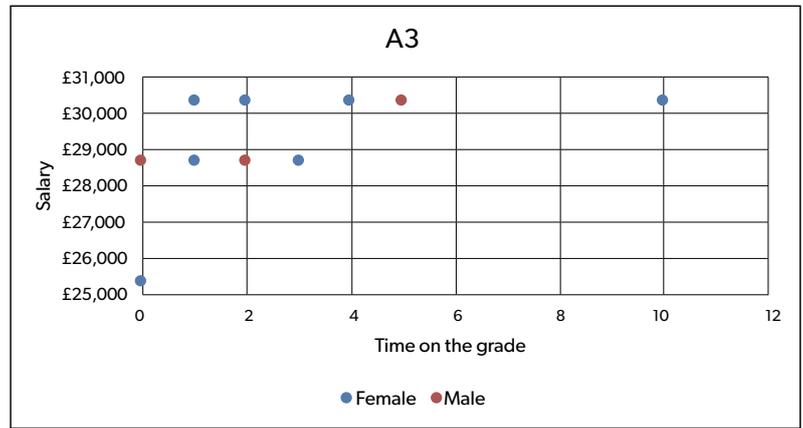


Others on the grade reflect their length of service and service at previous grades, where any overlap in grades has been taken into account.

A3: analysis

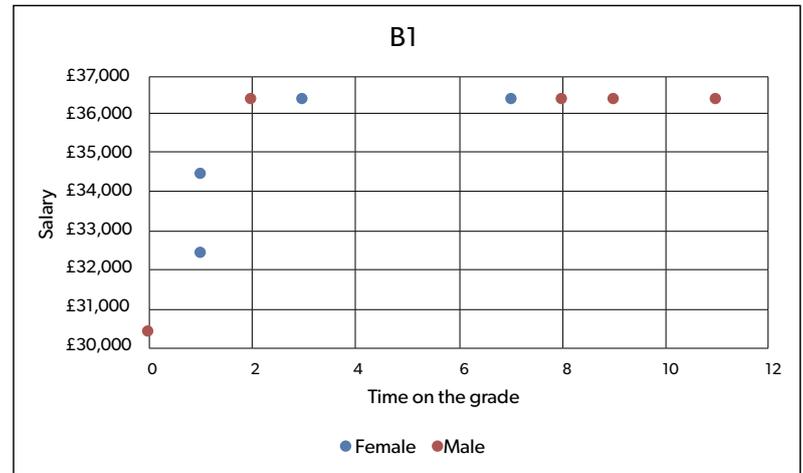
In A3, there are eight women and three men in post. In general, the pay is in line with the length of service, but the following should be noted:

One post was re-evaluated through our job evaluation scheme in September 2017. The male post holder was regraded from A2 to A3, backdated to April 2017. As he was already at the maximum point of the A2 scale, he was placed on the third point of the A3 scale. Another female post holder returned to a lower graded job following maternity leave to accommodate her flexible working requirements. She was placed at the top of the A3 scale.



B1: analysis

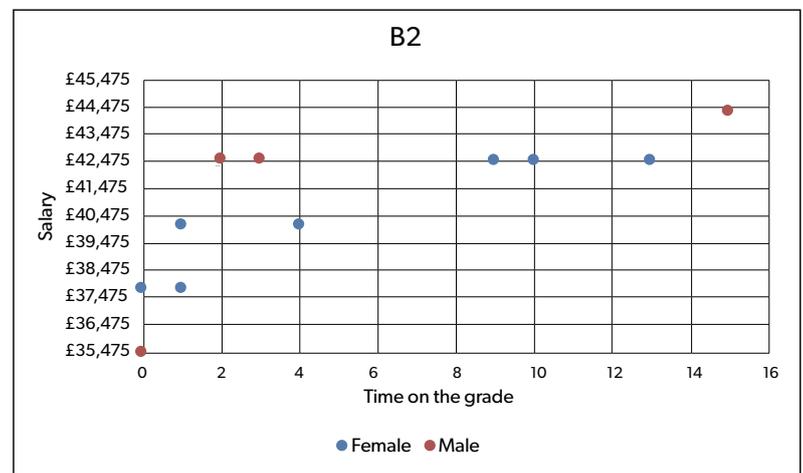
In B1, there are 11 women and six men in post. The salaries appear consistent with the length of service.



B2: analysis

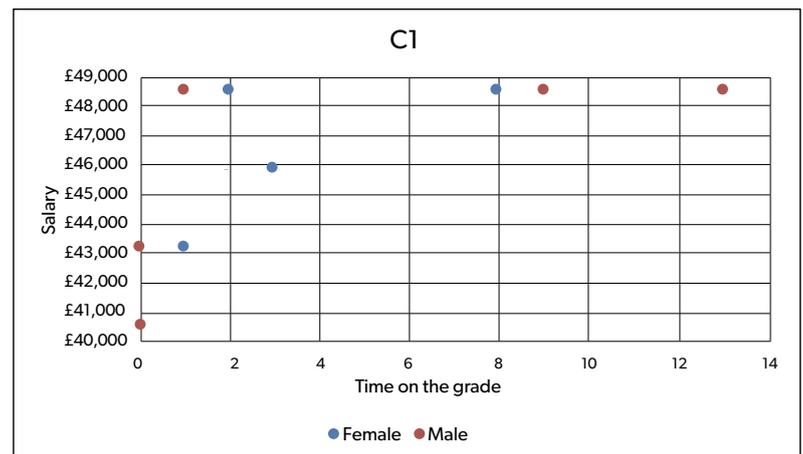
In B2, there are 11 women and four men in post.

Salaries are again consistent with the length of service with the exception of one female post holder who was TUPE transferred to Social Care Wales in April 2017 at the second point of the pay grade. One male employee was transferred at a rate just above our top of scale point.



C1: analysis

In C1, there are eight women and five men. One male employee is at the top of the pay scale after one year's service at this grade. The employee was promoted from the top of the B2 scale to the third point of the C1 scale in April 2016.

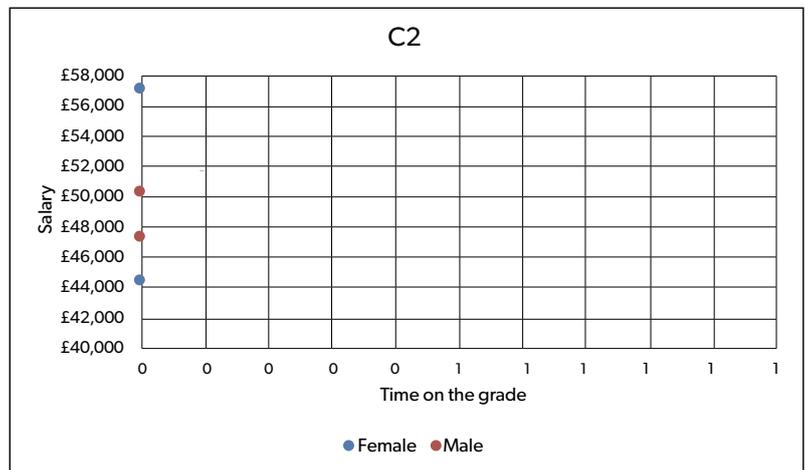


C2: analysis

In C2, there are two women and three men.

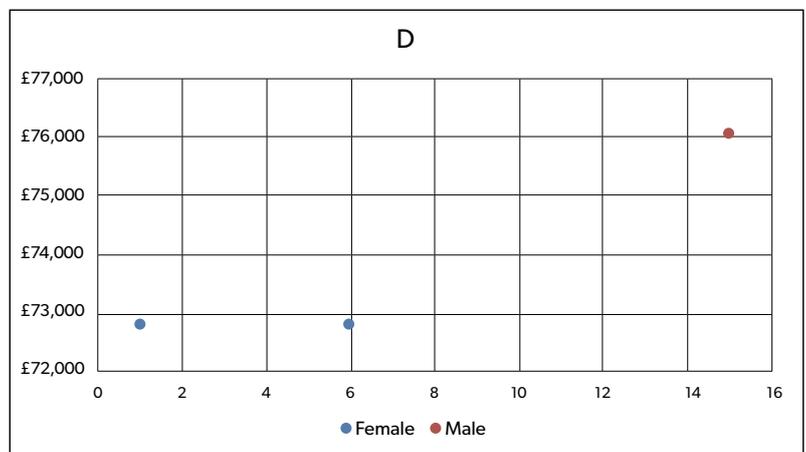
One male employee was appointed to the second point of the pay grade. This post was advertised on three occasions and an appointment was then made on the basis of a secondment from another organisation.

One female employee counted here was transferred to Social Care Wales on a TUPE arrangement in April 2017 at a pay rate that sits just above our standard C2 scale. The organisation was legally required to transfer the employee across on that salary.



D: analysis

In D, there are two women and one man in post. All three employees are at the top of the salary scale. The increased salary for the male employee is a reflection of an ongoing salary supplement for additional responsibilities as deputy chief executive.



Average pay by age

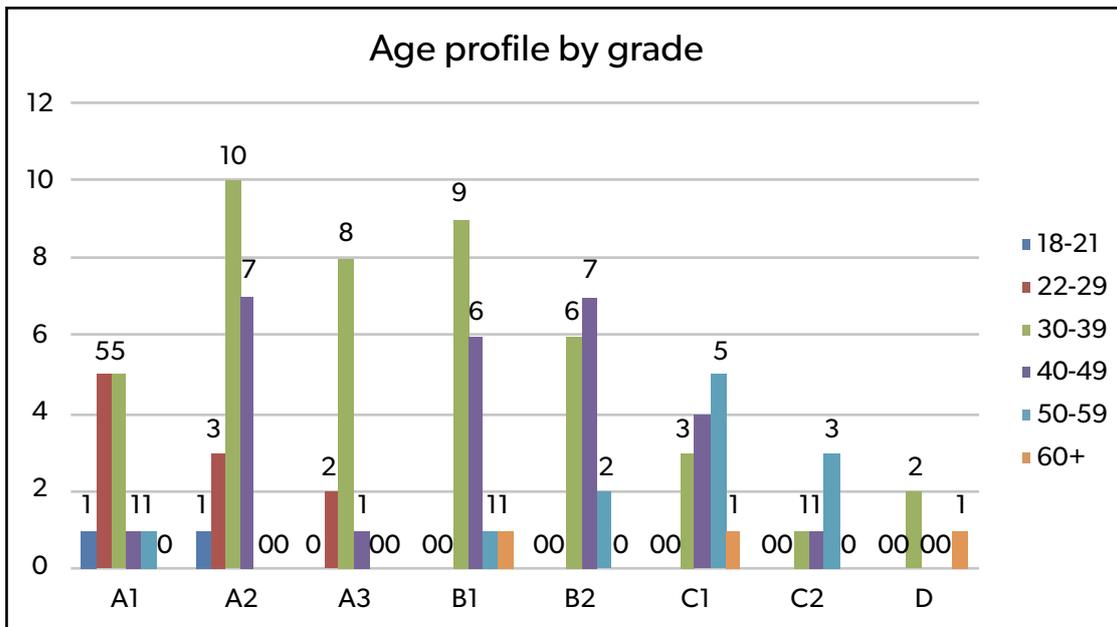
4.5 Using ONS data for 2017, the table below is an analysis of average earnings by age for the organisation, compared to the UK general population.

Age	General population (UK)		Social Care Wales	
	Male	Female	Male	Female
18-21	£17,524	£16,099	None	£20,147
22-29	£24,851	£22,922	£23,226	£20,819
30-39	£31,892	£28,990	£32,948	£32,610
40-49	£35,350	£28,309	£35,985	£34,969
50-59	£34,507	£26,421	£44,962	£44,363
60+	£29,708	£23,296	£53,659	£111,111

4.6 In terms of the UK general population the ONS report the following:

“Among full-time employees, the gap is relatively small up to and including those aged 35 to 39. From the 40 to 44 age group and upwards, the gap is much wider, with men being paid substantially more on average than women. This is likely to be connected with patterns of return to work after having children, in particular any differences between men and women in timing and nature of returning to the labour market.”

4.7 Our data shows an increase in average salary for both men and women as the age bands go up. This demonstrates, not unusually, that age is a factor in career progression, with more older employees occupying the higher grades.



Average salaries per grade

4.8 The average salaries for each grade are as follows:

Grade	Average male	Average female	Variation
CEO			
D	76,053	72,793	+ 4.3% (male)
C2	48,224	50,728	+ 5% (female)
C1	45,866	45,866	0
B2	41,170	39,713	+ 3.6% (male)
B1	35,398	34,218	+ 3.4% (male)
A3	29,225	28,670	+ 2% (male)
A2	25,087	24,085	+ 4% (male)
A1	No data	19,666	

4.9 The Equality and Human Rights Commission suggests that variations of five per cent or more should merit further investigation. The figures above show that we are currently within the five per cent tolerance rate across all grades except for the C2 grade, which has reached five per cent.

4.10 It is notable that the five per cent variation is in favour of female employees. It is important to note that men as well as women can bring equal pay claims, therefore any variation in the five per cent region should not be ignored.

4.11 Upon further investigation, we noted that one female employee counted here was transferred to Social Care Wales on a TUPE arrangement in April 2017 at a pay rate that sits just above our standard C2 scale. The organisation was legally required to transfer the employee across on that salary, therefore there is a clear justification for the pay difference.

Other protected characteristics

Average pay by ethnic origin

4.12 Sixty-seven per cent of the workforce have declared their ethnicity.

4.13 Of these 99 per cent identified as White or White-Welsh and one per cent identified as Black African.

4.14 Given the limited amount of data, the average salaries will not provide us with any worthwhile comparative data.

4.15 Over the upcoming year, we will monitor our recruitment equality data against the regional populations (Cardiff and St Asaph areas) to find out if there are any barriers to recruiting staff from other ethnic backgrounds.

Disability

4.16 Seven per cent of our workforce have declared a disability, and their salaries are consistent with length of service in grade.

Pregnancy / Maternity

4.17 At the time of the report, six per cent of our workforce was pregnant or on maternity leave. Our increment policy makes sure that staff continue to receive their annual pay increments while they are on maternity leave. This means there is no negative impact on female employees who are on maternity leave.

Marriage or civil partnerships

4.18 There is no evidence to show that employees are paid differently based on their marital or civil partnership status.

5. Conclusion and main messages

- There is no evidence of pay discrimination on the grounds of any protected characteristics. Any differences are as a result of length of service or TUPE transfers protecting previous salaries.
- We must not become complacent and will continue to monitor and report annually. We will also make sure there is clear justification in any case where we do not appoint to the minimum grade point.
- Our gender pay gap is less than the UK average.
- We will continue to monitor and report annually, with the ultimate aim of achieving a 0 per cent gender pay gap.

Appendix 1

Organisation diversity profile

Total number of staff: 99 (1 January 2018)

Gender	%
Male	30%
Female	70%
Age	
18-21	2%
22-29	10%
30-39	44%
40-49	27%
50-59	12%
60+	4%
Religion	
Prefer not to answer/ not declared	33%
Atheist	5%
Agnostic	6%
Christian	33%
Muslim	1%
None	21%
Sexual orientation	
Homosexual	1%
Heterosexual	66%
Prefer not to answer/ not declared	33%
Disability	
Yes	7%
No	63%
Prefer not to answer/ not declared	30%
Race	
Prefer not to answer/ not declared	35%
White	58%
White- Welsh	6%
Black African	1%
Married/ Civil partnership	
Prefer not to answer/ not declared	32%
Yes	41%
No	26%

Appendix 2

Salary scales – April 2017

Scale points	Salary	Number of staff on each point	
		Female	Male
A1.1	£18,307	6	0
A1.2	£19,485	2	0
A1.3	£20,663	2	0
A1.4	£21,840	3	0
A2.1	£21,986	3	1
A2.2	£23, 226	3	0
A2.3	£24,466	2	1
A2.4	£25,707	5	6
A3.1	£25,337	2	0
A3.2	£27,003	0	0
A3.3	£28,670	2	2
A3.4	£30,336	4	1
B1.1	£30,406	3	1
B1.2	£32,403	1	0
B1.3	£34,400	1	0
B1.4	£36,396	6	5
B2.1	£35,475	1	1
B2.2	£37,806	2	0
B2.3	£40,137	1	0
B2.4	£42,468	4	2
			1 just above top of scale point
C1.1	£40,541	1	1
C1.2	£43, 204	2	1
C1.3	£45,866	1	0
C1.4	£48,528	4	3
C2.1	£44,344	1	0
C2.2	£47,254	0	2
C2.3	£50,164	0	1
C2.4	£53, 073	0	0
		1 just above top of scale point	
D.1	£60, 812	0	0
D.2	£64,806	0	0
D.3	£68, 799	0	0
D.4	£72,793	2	1
CEO	£111,111	1	0