

# Gender pay gap report

April 2018

## Triangle Community Services Gender Pay Gap Report 2016-17

Published April 2018

### Background

Triangle Community Services Limited (Triangle) is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations at a 'snapshot date' of 5 April 2017 that show the difference between the average earnings of men and women in our organisation.

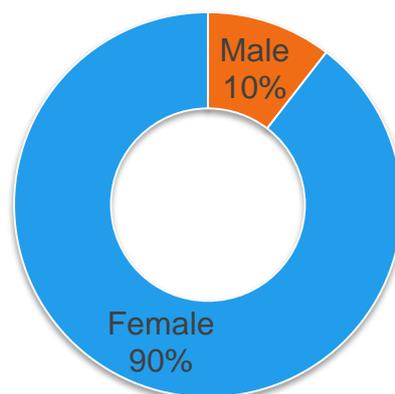
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

### Our workforce

At Triangle, our workforce is 10 per cent male and 90 per cent female.

### Employee gender split



## The gender pay gap

The gender pay gap is shown as both the mean and the median pay gap.

The **mean pay gap** is the difference between average hourly earnings of all men and women

**Our mean pay gap is 6.7 per cent.**

This means that on average men are paid 6.7 per cent more per hour than women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of all men and all women.

**Our median pay gap is 3.4 per cent.**

This means that the midpoint hourly pay for men is 3.4 per cent more than for women.

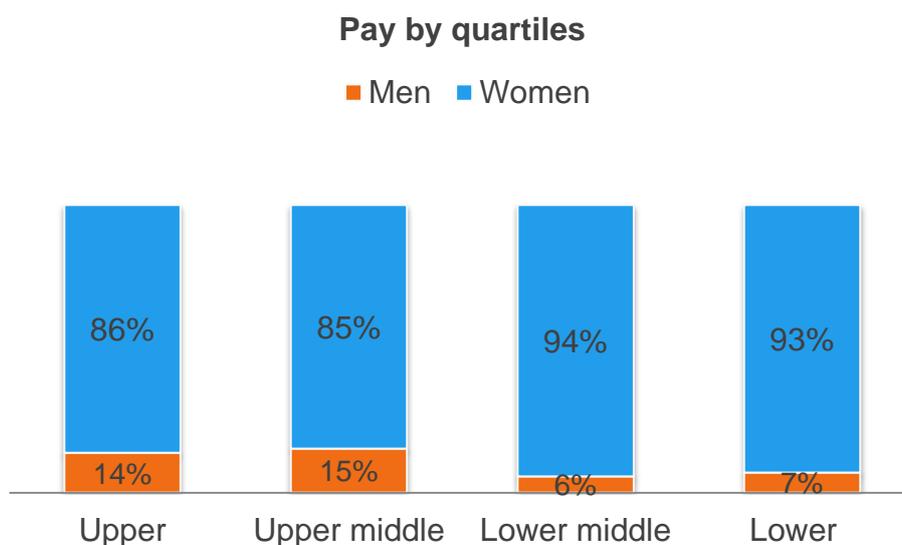
## Understanding our gap

The Office for National Statistics gives the national median pay gap for all employees as being 18.2 per cent in 2016<sup>1</sup>. Our median pay gap is significantly lower than this national average, however we aim to reduce the pay gap to nil.

The main reason for the pay gap is that we have a predominantly female workforce with a small number of male employees. Fifty per cent of the senior management team is male, which has a big impact on average earnings as part of a relatively small number of male employees.

## The proportion of males to females in each pay quartile

We are also required to show the proportion of men and women in each quartile pay band. This is done by dividing the workforce into four equal parts, based on hourly pay, from the lowest to the highest.



There is a higher proportion of men in the upper-middle and upper quartiles. These bandings include the senior management team, registered managers, team leaders and more experienced or more highly qualified care staff.

### **Bonus reporting**

We are required to report on bonuses paid in the 12 months prior to 5 April 2017. The only bonuses paid in this period related to payments under our 'refer a friend' scheme (£250 per referral).

**Overall, 0 per cent of men and 0.4 per cent of women received a bonus.**

**The bonus gender pay gap** is recorded as minus 100 per cent for both the median and mean bonus gap.

### **Actions**

We are committed to promoting equal opportunities in employment. Our employees and any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

**Our aim is to have no gender pay gap.**

This is the first year we have analysed and reported our gender pay gap. Before our next report we will investigate what can be done to address the pay gap, and put into action a plan to reduce the gap.

If you would like further information on our gender pay gap plan, please contact:

Mathew Yates – Head of Human Resources – [Mathew.Yates@fote.org.uk](mailto:Mathew.Yates@fote.org.uk)

- 
1. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults#gender-pay-differences>