

**CHANGING  
LIVES**

# Gender Pay Gap Report 2019/20

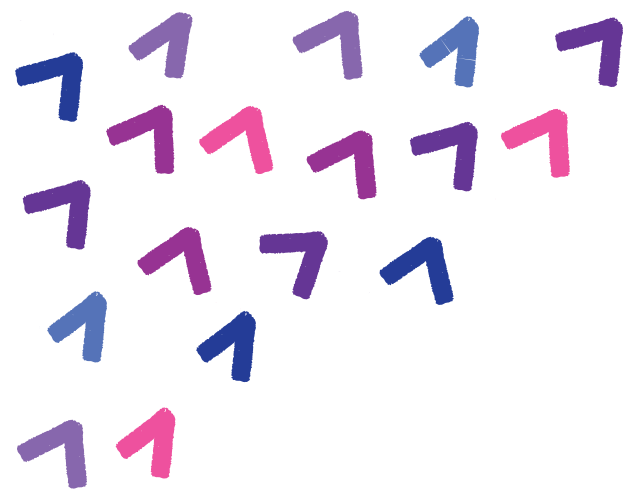
September 2021

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# Our 2019/20 Gender Pay Gap Report (Snapshot Date: 5 April 2020)

Gender pay reporting legislation requires employers with 250 employees or more to publish calculations each year showing how large the pay gap is between their male and female employees. The calculations to report on are:

- **Average gender pay gap as a mean average** - difference between the average hourly pay rate of male and female employees
- **Average gender pay gap as a median average** - lining up all existing hourly rates, the difference between the mid-point of that of male employees compared to females
- **Average bonus as a mean average** - the difference between the average bonus paid to male employees compared to females
- **Average bonus as a median average** - lining up all bonus values, the difference in the mid-point paid to male employees compared to the average of those paid to females
- **Proportion of males receiving a bonus payment and proportion of females**
- **Proportion of males and females when divided into 4 groups (quartiles) ordered from lowest to highest pay**

As an organisation, we do not pay bonus payments, therefore this element is not applicable.

**This report is based on hourly pay rates as of 5 April 2020 and the calculations in this report are accurate as of that date.**

As an organisation, we are committed to equality, fairness and inclusion and take every opportunity to embed these values into our day-to-day work to support people who face the most challenging of circumstances. Our gender pay gap results demonstrate we continue to maintain a position whereby our pay difference is relatively small however, we persist in our efforts to close the pay gap.

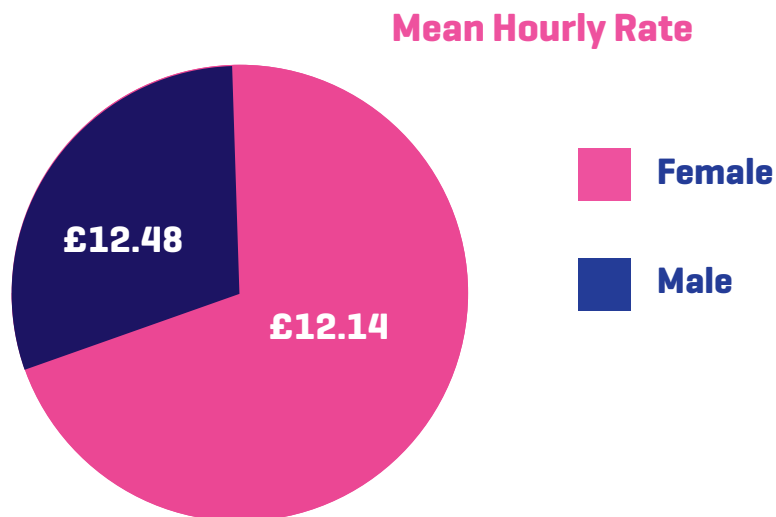
## Average Gender Pay Gap

The table below shows our mean and median figures for hourly pay.

Difference between male and female pay as of 5 April 2020		
	Mean	Median
Hourly fixed pay	2.7%	0.1%
Bonus paid	N/A	N/A

The data is based on a total of 580 employees as of 5 April 2020, of which 404 (69.7%) were female and 176 (30.3%) male. This is largely consistent with our reporting for the previous year (2018/19), whereby we had 543 employees of which 383 (70.5%) were female and 160 (29.5%) male.

## Mean Gender Pay Gap

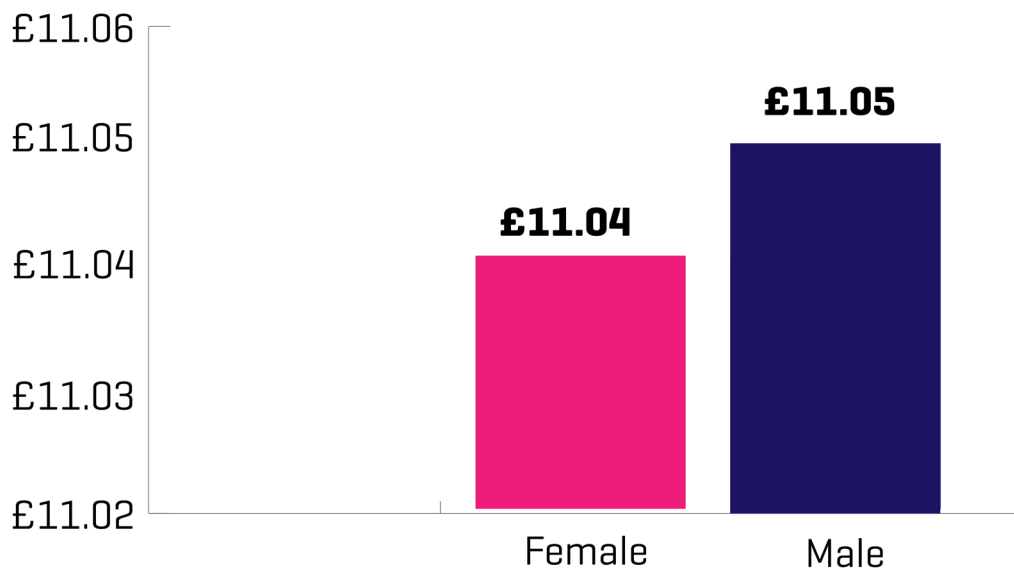


We see an increase of 0.7% in our mean figure (2% on previous year's reporting), i.e. the mean hourly rate difference between male and female employees is £0.34 as of 5 April 2020 (increase on previous year where the mean figure was £0.24p).

This change can be explained through a number of vacant posts at senior level, previously occupied by female employees (see below, Quartile 4), that have either been taken up by male colleagues or posts have been removed in response to organisational change.

## Median Gender Pay Gap

### Median Hourly Rate



We see a decrease of 1.1% in our median figure (1.2% on previous year's reporting), i.e. the median hourly rate difference between male and female employees is £0.01p as of 5 April 2020 (decrease on previous year where the median figure was £0.13p).

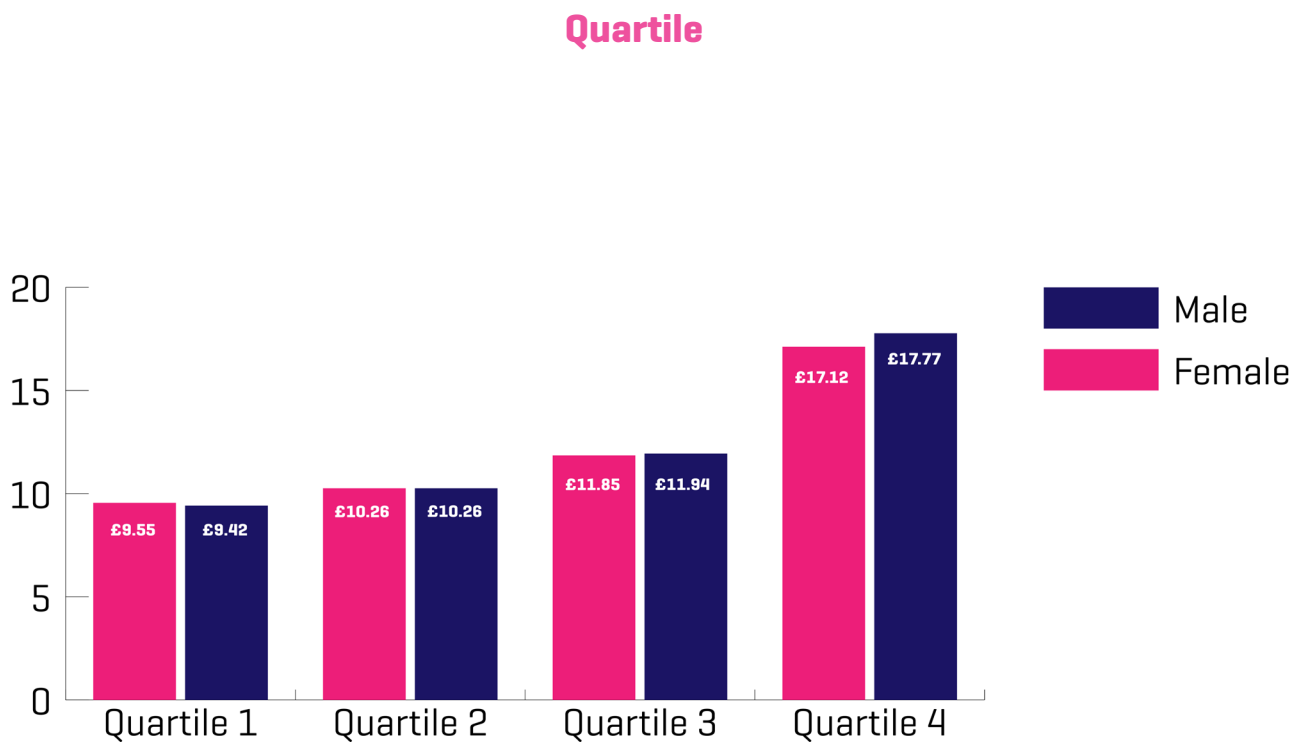
This improvement in the median figure is consistent with our efforts to ensure parity across pay rates, whereby there is no differentiation between male or female employees. This includes more employees moving over to new employment terms from legacy contracts or vacating posts thus enabling ability to hire on new terms and conditions.

## Pay Quartiles

The table below shows the proportion of males and females when divided into 4 groups, from lowest to highest earning within the organisation as of the 5 April 2020. The difference is how much higher men are paid in the quartile relative to females.

	<b>Female No %</b>	<b>Male No %</b>	<b>% Difference in Pay (in relation to Males)</b>
<b>Quartile 1 (lowest)</b> e.g. Apprentice, Sessional, Assistant Support Worker, Support Worker	69.0%	31.0%	-1.4%
<b>Quartile 2</b> e.g. Support Worker, Coordinator; Specialist Worker/Practitioner	71.0%	29.0%	-0.1%
<b>Quartile 3</b> e.g. Coordinator, Team Leader	71.7%	28.3%	+0.7%
<b>Quartile 4 (highest)</b> e.g. Service Manager, Project Manager, Director, Executive Director, CEO	66.9%	33.1%	+3.7%

The table below shows the actual pay values for each of the 4 quartiles.



The data aligns with the overall proportion of males and females working within the organisation as of 5 April 2020 (70.5% female and 29.5% male).

The differences between male and female pay at each quartile are marginal.

All quartiles are favourable over the figures published for 2018/19 with the exception of Quartile 4, which reported a difference of -0.5% previously. This can be explained by changes in organisational structure at this level which has resulted in some roles (previously held by female employees) ceasing to exist. Whilst this has resulted in a figure of +3.7% for Quartile 4, this is still much lower than the national average of 15.5% (Office for National Statistics).

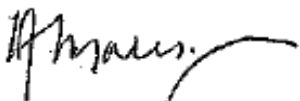
We are currently investing in a programme of work to review our approach to hiring, which includes the launch of a new Applicant Tracking System, to ensure a rich and diverse workforce that represents the communities in which we operate.

We have recently completed a formal job evaluation exercise across all roles, which has reviewed our current job roles, and the salaries we pay. The changes that are now in place, including a new pay structure (April 2021), provide opportunity for improved clarity and transparency around the pay values of different roles. This will also provide opportunity over time for those employees on legacy terms and conditions to move over to Changing Lives' terms and conditions. This should create further harmonisation and reduce our gender pay gap even further.

## Conclusion

As an organisation, our gender pay gap as of 5 April 2020 is low. With a mean difference of 2.7% and a median difference of 0.1%, we are well below the UK average of 15.5% for 2020 (source: Office of National Statistics). Whilst our gender pay gap is low, we continue our journey towards total pay equality. Employees on legacy contracts with different pay agreements continue to decrease, and all new appointments to new roles are to pay rates consistent with our new pay arrangements. As of 5 April 2020, 70.5% of our employees were female. Whilst a higher proportion of females are currently employed in care roles (in 2020, 82% of Care Worker roles in the UK were held by women, with a +1.8% gender pay gap according to Office of National Statistics), we are an inclusive organisation and continue our efforts to work towards an even balance of male/female employees.

Signed by:



Name: Lesley-Anne Knowles  
Position: Executive Director (People)  
Date: 22 September 2021





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Changing Lives is the operating name of The Cyrenians, registered charity number 500640, and registered company number 995799, in England

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