

FALKIRK COMMUNITY TRUST

**GENDER PAY GAP
APRIL 2019**

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FALKIRK COMMUNITY TRUST – GENDER PAY GAP

1. Introduction

As an employer of over 250 employees, Falkirk Community Trust (the Trust) must publish gender pay gap data on an annual basis.

This report requires to be published by 4th April 2019 and is based on employee payroll data on a snapshot date of 5th April 2018.

It should be noted that the purpose of this report is to show the difference between men and women's pay (comparing the gender pay gap), not to look at whether men and women are being paid the same for doing equivalent work (equal pay).

2. What is included?

The report shows:

- The difference between the mean hourly rate of pay for male and female employees;
- The difference between the median hourly rate of pay for male and female employees;
- The proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Definitions:

Mean	A mean average involves adding up all of the data and dividing the result by how many subjects were in the list
Median	A median average involves listing all of the data in numerical order. The median average is the middle number
Quartile pay band	The workforce is divided into four equal pay bands.

Bonus payments will also be reported, following the same approach as above.

3. Who is included?

All full pay relevant employees, including casuals, who are employed with the Trust on 5th April 2018 are included in the report. The definition of a full pay relevant employee is:

Definition	Exclusions for Purpose of Report
An employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period.	If an employee is paid less than their usual basic pay, or nil, during the relevant pay period as a result of being on leave then they are not a "full pay relevant employee". Employees who receive no pay, whether or not through leave, will be excluded.

4. Gender Pay Gap Analysis

The gender breakdown of the Trust employees is – Female 330 (62%) and Male 199 (38%).

Difference between the mean hourly rate of pay for male and female employees

	Females (B)	Males (A)
Mean hourly rate of pay	£11.03	£11.78

Calculation = $(A-B)/A \times 100$

Difference in mean hourly rate is 6.4%

The information above is a snapshot between the mean hourly pay levels of female employees compared to those of male employees. The hourly figure used to calculate the differences includes allowances identified within the Gender Pay Gap guidance.

In line with the guidance, the figures exclude salary sacrifice payments for Childcare Vouchers and Bike to Work. The exclusion of these figures will have an impact on the hourly rate figure for employees receiving salary payments. There is a total of 3.6% of employees receiving salary sacrifice deductions of which 42% were female and 58% were male. These figures demonstrate that males within the Trust are using the family friendly provisions that are available.

Difference between the median hourly rate of pay for male and female employees

	Females (B)	Males (A)
Median hourly rate of pay	£9.45	£10.16

Calculation = $(A-B)/A \times 100$

Difference in median hourly rate is 6.92%

This figure has increased from the 3.1% reported last year as the median hourly rate for females has decreased whilst the median pay rate for males has increased. This is due to more males, and less females, being employed in the Upper Middle and Upper quartiles compared to 2017 data.

Quartile Pay Bands

The table below shows the proportion of male and female employees in each quartile band. It also shows the figures from 2017 as a comparison.

Quartile	2018	
	Female	Male
Lower	75%	25%
Lower middle	65.3%	34.7%
Upper middle	58.1%	41.9%
Upper	50.8%	49.2%

Quartile	2017	
	Female	Male
Lower	81.6%	18.4%
Lower middle	57.9%	42.1%
Upper middle	60.5%	39.5%
Upper	56.5%	43.5%

The senior management team within the Trust are a team of 5 with a 60:40, female:male gender split.

The change of balance in the lower quartile is positive and is greater than the gender split of employees within the Trust (62% female/38% male). In 2018 there are fewer females employed by the Trust and more males than in 2017.

It would appear that when posts in the Upper middle and Upper quartiles have been vacated, they have replaced females with males as the percentages show a shift in proportion in these quartiles.

Bonus Payments

Bonus payments in the Trust are entirely made up of long service awards. These are paid to employees when they reach 25 years service (£300) and 40 years service (£800).

Only two employees received the 25 year award in 2018 and there was a 50:50 gender split. No employees received the 40 years service payment.

Difference in mean bonus pay for male and female employees

	Females (B)	Males (A)
Mean bonus pay	£300	£300

Calculation = $(A-B)/A \times 100$

Difference in mean bonus pay is 0%

Difference in median bonus pay for male and female employees

	Females (B)	Males (A)
Median bonus pay	£300	£300

Calculation = $(A-B)/A \times 100$

Difference in median bonus pay is 0.0%

Proportions of male and female employees who were paid bonus pay

	Females	Males
Number of individuals paid bonus	1	1
Number of employees	330	199
Proportion paid bonus	0.3%	0.5%

5. Gender Pay Gap Statement

Falkirk Community Trust is committed to the promotion of equality of opportunity in its employment practices. A recruitment and selection policy is in place which incorporates a commitment to equal opportunities.

The Trust is committed to ensuring that all new posts or changes to posts are evaluated using a robust job evaluation system to objectively assess the demands for each job. This

links to a transparent pay/grade structure. Employees are remunerated according to set pay scales and terms and conditions which are negotiated nationally, through Falkirk Council, by the Scottish Joint Council for Local Government Employees.

The Trust's gender pay gap compares favourably to national statistics but it is committed to monitoring and reducing the gap wherever possible, whilst also recognising that it has no direct control over the gender of applicants for particular job types or an individual's career choices.

6. Publication and Written Statement of Accuracy

This information will be published on the Trust's website and the Government's website for at least three years from the date of publication.

I confirm that the published information is accurate.

Maureen Campbell.

Maureen Campbell
Chief Executive, Falkirk Community Trust