



making space
Kind hearted care and support



OUR GENDER PAY REPORT 2024



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As a provider of Health and Social Care services and national charity, Making Space is absolutely committed to equality and inclusion across our workforce.

The gender make-up of the Making Space workforce is 19 % men and 81 % women, which is similar to the wider sector. This can impact upon gender pay reporting specifically where it is more challenging to recruit men into some of the roles in the lower pay quartiles e.g. support worker or carer. Pay rates in Making Space are gender neutral and both men and women receive equal pay for doing the same jobs and equal pay for similar work.

Our median (midpoint) pay has reduced from 1.6 % to -0.2 % in the last year, therefore for every £1 a woman earns a man earns 98p.

Our mean (average) pay has also reduced from 9.7 % to 8.1 % in the last year.

Median pay in the UK was reported at an average of 7.7 % in 2023 (Office for National Statistics 2023).

The overall number of men and women employed has remained broadly the same in the last year, though there have been changes across all four pay quartiles. In the lowest pay quartile we have seen a 5 % increase in males. This is the first time we have seen a swing from women to men. A further 3 % increase in women in the upper middle quartile, and most notably there is a 11 % increase in women in the upper quartile. The changes in the quartiles have led to both reductions in the median and mean pay gaps between men and women.

In 2021 we introduced a new operational pay structure and introduced the Real Living Wage. This has helped to flatten pay and harmonised roles on to single pay points, creating greater equity and transparency.

Looking forwards from April 2024, we are introducing a new flatter pay structure for our head office and management roles. This will again help to further improve our gender pay gap. We will also continue to develop our talent management with nearly 2 out of 3 senior roles being filled through internal promotion and explore further the barriers to improving our gender pay as part of our new EDI strategy.

I can confirm that the information and data reported is accurate as a snapshot taken on 4 April 2024.



Phil Orton
Chief People Officer



Overall Median Pay

Men

£10.96

Women

£10.99

Overall Mean Pay

Men

£13.19

Women

£12.11

The following shows the % of men and women in each of the pay quartiles:

QUARTILE 1 (LOWER)



18.39% Men / 81.61% Women

QUARTILE 2 (LOWER MIDDLE)



20.18% Men / 79.82% Women

QUARTILE 3 (UPPER MIDDLE)



15.25% Men / 84.75% Women

QUARTILE 4 (UPPER)



13.45% Men / 86.55% Women

The proportion of women across the pay quartiles is fairly consistent whereas for men there is more variation. See table below:

