



# OUR GENDER PAY REPORT 2023



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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 remained fairly stable moving from -0.42 % to 1.6 % , therefore there is a minimum gender pay gap between men's and women's median pay.

Our mean (average) pay has increased from 9.04 % to 9.74 % in the last year therefore for every £1 that a man earns a woman earns roughly 91p.

Over the past year the overall number of men and women employed has remained the same, however slight changes across all four pay quartiles, including a 6 % increase in women in the lower quartile and a 6 % increase in men in the upper middle quartile, have led to changes in this year's mean and median pay levels. Median pay in the UK was reported at an average of 15.4 % in 2021 (Office for National Statistics 2021).

The Making Space workforce has approximately 50 permanent head office jobs and 855 permanent jobs within services, the majority of the latter in front line care and support work roles. Career progression and learning & development continue to be some of our strongest areas. We continue to develop our talent management with 6 out of 10 senior roles being filled through internal promotion, 74 % of all promotions are for women. Our 2021 colleague survey reported that 90 % of colleagues strongly agreed or agreed that they were treated fairly at work. To address our gender pay gap we need to continue to build on attracting more men in the lower quartile roles and women into more senior roles in the upper middle pay quartile. We will also explore further the barriers to improving our gender pay and action plan accordingly.

Our on-going commitment is to continue with our equality and diversity policies and ensure that our pay levels reflect the requirements of the job and remain gender neutral. In April 2022 we moved our base rate of pay to the Real Living Wage and instilled a minimum threshold between more sector roles to prevent any further erosion to pay levels due to National Living Wage increases.

I can confirm that the information and data reported is accurate as a snapshot taken on 5 April 2023.



**Phil Orton**  
**Chief People Officer**



# GENDER PAY REPORTING

The gender pay gap shows the variance in average pay between men and women, irrespective of their role. This is not equal pay, which is unlawful and requires men and women who do the same or similar jobs, or work of equal value, to be paid equally.

As an employer of 250+ employees Making Space is required by Law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This information is current on 5 April 2023 and is updated annually.

This report includes calculations on our Median (middle point) and Mean (average) pay and the numbers of men and women in each of the required reporting pay quartiles. Making Space does not offer any bonus arrangements therefore this is not required within this report.

## OUR GENDER PAY

This data is based upon the pay levels and the pay quartiles in which those levels are contained of 924 employees who meet the qualification criteria for gender pay reporting, including bank workers, in employment on 1 April 2022.

Our **Median Pay** is 1.6 % therefore there is a small gender pay gap between men and women on the basis of median pay.

Our **Mean Pay** is 9.74 % . Therefore men get paid 9.74 % more than women according to their mean pay.

The primary reason for the increase in the mean gender pay gap this year is due to:

- How men are deployed across the pay quartiles, whilst women are fairly equally split there is more variation with men, less in the lower quartile and more in the others
- A 5 % increase in the number of women in the lower quartile and 5 % decrease of males.

To address our gender pay gap further we need to continue to increase the attraction of support worker roles to males and actively recruit and increase the promotion rates of women into more senior head office and management level posts. Over the course of the next year, through our work around EDI, we will explore further the barriers our gender pay and action plan accordingly.

### Overall Median Pay

Men	Women
£10.61	£10.44

### Overall Mean Pay

Men	Women
£12.84	£11.59

# PERCENTAGE OF MEN AND WOMEN IN EACH OF THE PAY QUANTILES

QUARTILE 1 (LOWER)



13.72% Men / 86.28% Women

QUARTILE 2 (LOWER MIDDLE)



20.80% Men / 79.20% Women

QUARTILE 3 (UPPER MIDDLE)



18.14% Men / 81.86% Women

QUARTILE 4 (UPPER)



22.47% Men / 77.53% Women

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

