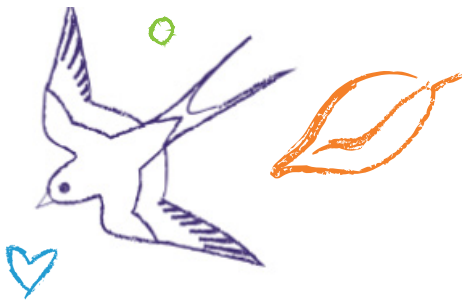




**making space**  
Kind hearted care and support



# OUR GENDER PAY REPORT



# Our gender pay report

**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 in to 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 0 % to -0.75 %, therefore there is no gender pay gap between men's and women's median pay.

Our mean (average) pay has increased from 5 % to 6.97 % in the last year therefore for every £1 that a man earns a woman earns roughly 93p.

Over the past year there has been a 0.1 % decrease in the number of men employed and slight changes across all four quartiles. This includes a 3 % decrease in the number of men in the lowest pay quartile and a 4 % increase in the middle lower quartile, which have led to an increase in the Mean pay level for men. These results remain much lower than the national averages of 17.9 % median and 17.3 % mean (Office for National Statistics 2019).

The Making Space workforce has approximately 50 head office jobs and 900 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 5 out of 10 senior roles being filled through internal promotion.

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. This includes an ongoing commitment to retain our lowest pay levels above the National Living Wage (NLW), where in April 2021 we have further increased pay to maintain our position above the NLW. We are also supporting the Government's Kick-start programme recruiting younger and unemployed workers in to the organisation. As part of these strategies we continue to encourage and promote a diverse workforce including recruiting more men in to front line positions.

I can confirm that the information and data reported is accurate as a snapshot taken on 5 May 2021.



**Phil Orton**  
Executive Director of HR



# 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 May 2021 and is updated annually.

This report includes calculations on our Median (average) and Mean (middle point) 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 846 employees who meet the qualification criteria for gender pay reporting, including bank workers, in employment on 1 April 2020.

Our Median Pay is -0.75 % therefore there is no gender pay gap between men and women on the basis of median pay. The UK national average of 17.9 % (Office for National Statistics 2019).

Our Mean Pay is 6.9 % . Therefore men get paid 6.9 % more than women according to their mean pay. The national average of 17.3 % (Office for National Statistics 2019).

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

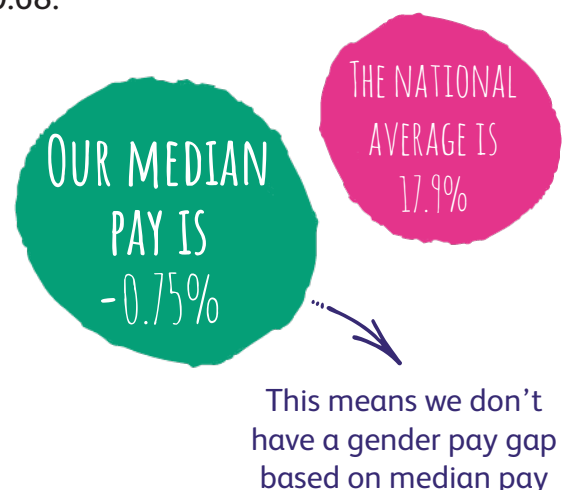
- how men are deployed across the pay bands, specifically the highest level of men in Q2 and Q4
- a 3 % increase in the number of women in Q1
- a 3 % decrease in the number of men in the lowest pay quartile Q1 and a 4 % increase in the middle lower quartile Q2

It should be noted in Quartile 4 that 2 of the 5 executive positions are occupied by women.

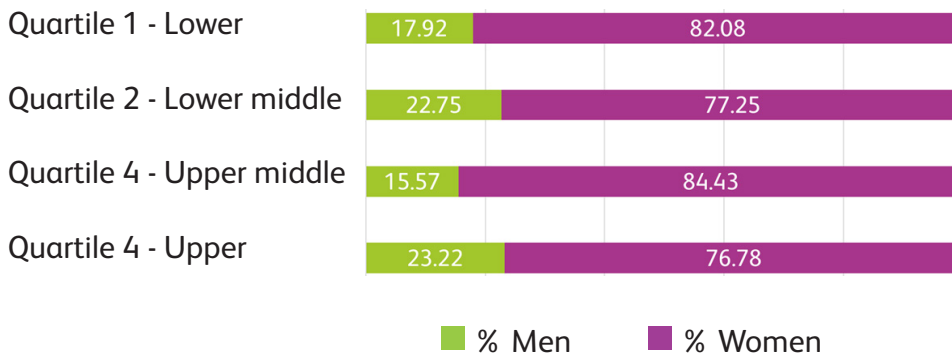
The Mean pay for men is now £11.48 and for women £10.68.



80%  
of our  
workforce  
is made up  
of women

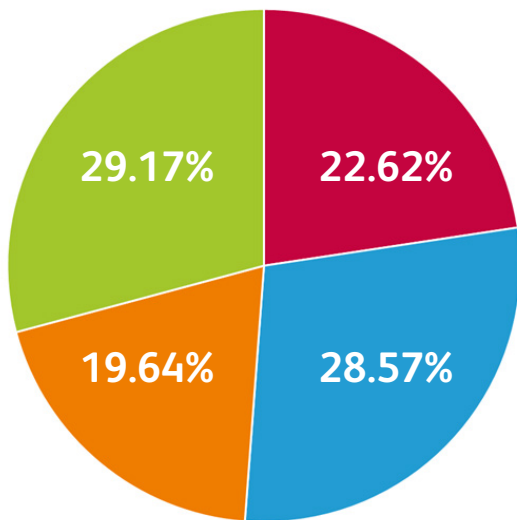


# Percentage of men and women in each of the pay quartiles

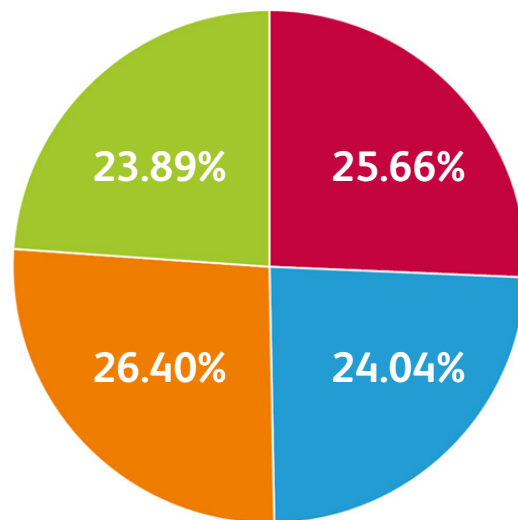


The proportion of women across the pay quartiles is fairly consistent whereas for men there are more in the lower middle and upper quartiles. See chart below:

Men



Women



## Key

- Quartile 1 - Lower
- Quartile 2 - Lower middle
- Quartile 3 - Upper middle
- Quartile 4 - Upper