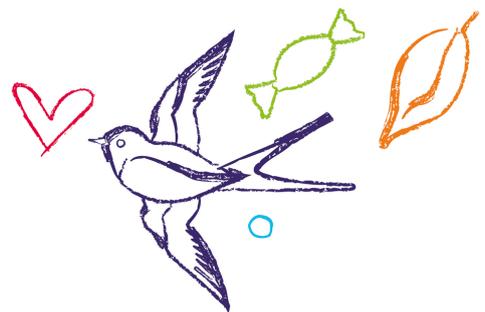




OUR GENDER PAY REPORT 2022



OUR GENDER PAY REPORT 2022

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 -0.75% to -0.42%, therefore there is no gender pay gap between men's and women's median pay.

Our mean (average) pay has increased from 6.97% to 9.04% in the last year therefore for every £1 that a man earns a woman earns roughly 91p.

Over the past year there has been a 1% decrease in the number of men and 1% increase in the number of women employed. Slight changes across all four quartiles including a 3% increase in women in both of the middle two quartiles 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 permanent head office jobs and 900 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. Our 2021 colleague survey reported that 90% of colleagues strongly agreed or agreed that they were treated fairly at work.

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. Whilst we have continued to pay just above the NLW up to Dec 2021 from January 2022 we brought forward the April NLW rise increase and then from April 2022 we have increased pay further to the Real Living Wage. These improvements in pay will flatten the pay structure for the majority of job roles and we expect to see this effect gender pay levels positively from the 2022 reporting year which will be from 2023.

I can confirm that the information and data reported is accurate as a snapshot taken on 5 April 2022.



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 April 2022 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 2021.

Our **Median Pay** is -0.42% 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 9.04%. Therefore men get paid 9.04% 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 Q4
- less women overall in Q4 in comparison to other quartiles for women
- a 3% increase in the number of women in Q2 and Q3

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 £11.73 and for women £10.67.

**Our Median
Pay is**

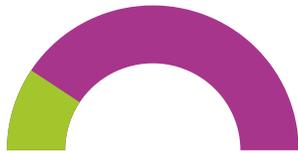
-0.42%



**therefore there is no
gender pay gap based
on median pay**

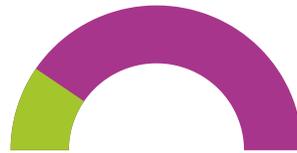
PERCENTAGE OF MEN AND WOMEN IN EACH OF THE PAY QUARTILES

QUARTILE 1 (LOWER)



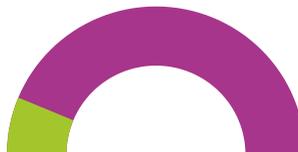
18.61% Men / 81.39% Women

QUARTILE 2 (LOWER MIDDLE)



19.05% Men / 80.95% Women

QUARTILE 3 (UPPER MIDDLE)



12.55% Men / 87.45% Women

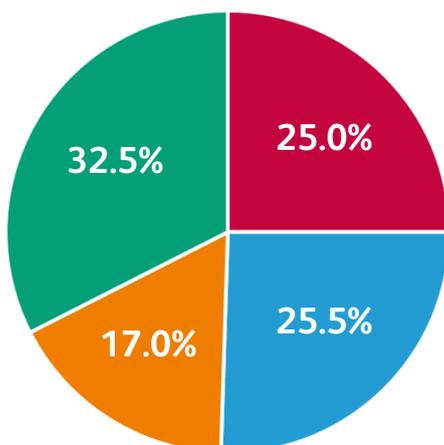
QUARTILE 4 (UPPER)



24.24% Men / 75.76% Women

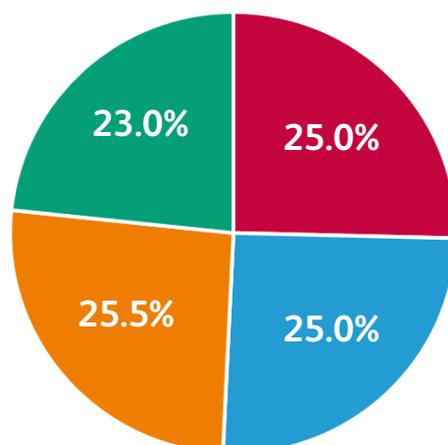
The proportion of women across the pay quartiles is fairly consistent whereas for men there are more in the lower middle and upper quartiles.

MEN



■ Quartile 1 (Lower)
■ Quartile 2 (Lower middle)

WOMEN



■ Quartile 3 (Upper middle)
■ Quartile 4 (Upper)