

Gender Pay Gap Report 2017-2018

Issued: January 2018



Quarriers Gender Pay Gap Report 2017-18

Quarriers has a unique and amazing history. Our founder William Quarrier had a bold vision and sense of purpose which enabled him to improve the lives of vulnerable people over 145 years ago. Today, the organisation, which still has its vision and values based on those of our founder, is larger and more diverse.

Quarriers has the potential to become a leading force in the health and social care sector, offering the best possible outcomes to those we support. We need every person who works with and supports Quarriers to be part of this journey using their talents, commitment and drive to help us fulfil our vision.

Our commitment to the people we support is central to what we do. We want them to know that we will be with them on their journey. Their success is our success, and their ongoing support is our reason for being.

Quarriers strategy is led by values which stay true to the principles that have made Quarriers what it is, and also reflect our ambitions for the future. These values apply to all of us: trustees, staff, people we support, volunteers, families and carers, and are integral to induction, training, work policies and staff appraisal.

These are the values that will guide us throughout our 2017-2020 strategy:

Enable

We strive to enable individuals to meet their needs and fulfil their aspirations.



Respect

We respect individual choice and promote inclusion, rights and independence.



Honest and open

We believe being honest and open is the basis of trust. Trust is what good relationships are built on.



Excellence

We will continually develop a workforce with the necessary enhanced skills to deliver the highest level of person-centred support.



Outcomes-focused

Listening and working with people to achieve what they want and need.



Dignity

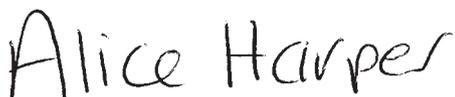
We respect the unique worth of every person: people we support, families, carers, employees and volunteers.



We aim to be the employer of choice. We will continue to invest in staff learning and development opportunities to ensure compliance with legislation, regulation, fitness to practice and best value. Our staff play a fundamental role in achieving our organisational ambitions, and Quarriers is delighted to pay the Scottish Living Wage across the organisation.

We have reviewed the results of the gender pay gap within Quarriers and we can report the overall mean gender pay gap as 3.43% and the median gap as 0%. This means that, in mean terms, women are paid 3.43% less than men across the organisation. Accepting that this gap presents a challenge for Quarriers as an employer committed to embracing equality and diversity within our workforce. It compares exceptionally favourably with the UK mean of 17.4% and median of 18.4% (Source: April 2017 as published by the Office of National Statistics).

As Chief Executive, I am committed to addressing the challenges identified in this first Quarriers Gender Pay Gap Report by taking the actions identified on page 7.



Alice Harper
Chief Executive Officer

The difference between the gender pay gap and equal pay

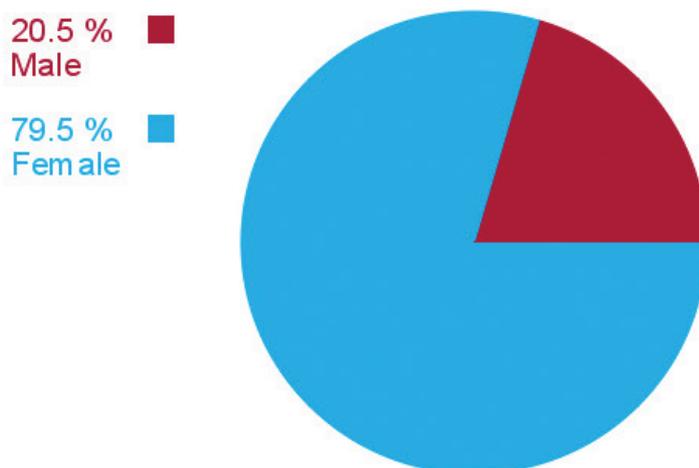
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some instances, the gender pay gap may include unlawful inequality in pay, but this is not the case at Quarriers.



Quarriers gender pay gap data

The gender profile of Quarriers workforce is 79.5% female and 20.5% male, based on the snapshot date for gender pay reporting of 5 April 2017 (1).



In Quarriers, our overall gender pay gap (the difference between hourly rates of pay that females and males receive) calculated by mean average is 3.43% (2). This indicates the difference between the average pay of men and women in Quarriers total workforce. Quarriers gender pay gap by median average reduces to 0% (3).

Average	Gap (%)
Mean	3.43
Median	0

The gender pay gap in Quarriers is significantly lower than the national average. The UK Government Office of National Statistics quotes the national mean pay gap for all employees as 17.4%, and the national median pay gap as 18.4% in 2017. In the public sector the mean is 17.7% and the median 19.4%, and in the non-profit sector the mean is 19.4% with the median 22.1%.

The gender pay gap within Quarriers is considerably less than each of these UK national averages. This is largely due to 66.8% of the workforce on the snapshot date earning £8.25 per hour.

- (1) From the 2017 HR Voluntary Sector Forum Benchmarking Report, the sector average in Scotland is 67% female, 33% male.
- (2) The difference between the average of men's and women's pay.
- (3) The difference between the mid points in the ranges of men's and women's pay.

Bonus data

As part of the mandatory reporting process, employers are required to publish the gender pay gap within bonuses paid. Quarriers does not award bonuses and therefore bonus data is not applicable.



Review of Quarriers gender pay gap

Employers are required to show the proportion of male and female employees receiving full pay in four quartile pay bands. This is done by dividing the workforce into four equal parts and establishing quartile pay bands (4).

Making these calculations will allow Quarriers to identify if, for example, women are over-represented in lower-earning roles and men in higher-earning roles.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
% relevant employees (female)	352 (80%)	352 (80%)	360 (82%)	345 (78%)
% relevant employees (male)	88 (20%)	88 (20%)	80 (18%)	95 (22%)

- (4) Where there are a number of employees on the exact same hourly rate of pay crossing between quartile, these are split as evenly as possible within each quartile.

In the table above, the approximately 1,200 employees paid the Scottish Living Wage of £8.25 per hour (rate applicable at snapshot date of 5 April 2017) are distributed as evenly as possible within the lower, lower-middle and upper-middle quartiles. For clarity, the entire lower and lower-middle quartiles comprise employees paid the Scottish Living Wage of £8.25 (rate applicable at snapshot date of 5 April 2017).

Future actions



Quarriers is fully committed to tackling and resolving any gender pay disparity within our workforce.

This is our first Gender Pay Gap Report, which has established a baseline against which Quarriers can benchmark progress in eliminating any gap in gender pay.

Quarriers Executive and Board of Trustees will note and review the contents of this report.

Quarriers is committed to ensuring our staff receive fair pay, subject to the ongoing challenging financial environment. We will continue to strive to match the Scottish Living Wage, thereby ensuring gender pay equality across a significant proportion of our workforce.

Quarriers will comply with our statutory duty to publish this report, both on the designated government website (www.gov.uk/genderpaygap) and our own website (www.quarriers.org.uk).

Upper quartile gender pay gap

For a number of years, Quarriers has had a key performance indicator of having a minimum of 50% of senior managers being female.

Within our current Senior Leadership Team (Directors, Head of Service and Departments, Operational Managers), 71% are female and 29% male. Our most senior female employee is our Chief Executive Officer.

Supporting Quarriers Equality and Diversity Agenda

As part of Quarriers' commitment to addressing gender pay inequality in the organisation, we will review our current policies and procedures to understand how these might affect women or men positively or negatively, and amend where required.

Quarriers currently offers:



- A range of family friendly policies – maternity, paternity, parental and adoption leave, time off for dependents, flexible working and job share. These policies offer enhancements above the statutory minimum in respect of leave and pay.
- Childcare vouchers.
- Equality and Diversity Policy which establishes how Quarriers seeks to incorporate equality and diversity and challenge discrimination and inequality in all areas of work.
- A Professional Code of Conduct for all our employees setting expected standards of behaviour around ethical responsibilities to the people we support, as professionals and to colleagues and people we support.
- Recognised trade union. Quarriers works closely with UNISON through an established process of collective bargaining, and a number of employees are granted paid facility time to discharge trade union duties.

Getting in touch

Registered and Head Office:

Quarriers, Quarriers Village

Bridge of Weir

PA11 3SX

Tel: 01505 616000

Email: hello@quarriers.org.uk

www.quarriers.org.uk

