

Pay Gap Reports

As an employer with over 250 employees Treloar Trust is required by law to publish an annual gender pay gap report on our website and on the Government's online reporting service by 4th April 2023 – 10 months away.

For its own purposes Treloar's also monitors pay gap information for disability (declared) and ethnicity (white vs minority ethnic).

The outcome of Treloar Trust's 2023 review is detailed below.

This is Treloar Trust's report for the snapshot date in April 2022.

In accordance with the regulations, certain sets of data are required to be published, we have extended these as above.

- Difference between the **mean** hourly rate of pay between male and female employees, disabled and non-disabled and white and minority ethnic staff.
- Difference between the **median** hourly rate of pay between these groups
- Proportions of employees in **four equal pay quartiles**

Treloar Trust does not pay bonuses so the requirement to report on bonuses is not applicable.

Headline gender pay gap figures

The **mean pay gap** is the difference between average hourly earnings of male and female employees.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of male and female employees. It takes all salaries in the sample, lines them up in order from the lowest to the highest, and picks the middle-most salary.

Mean gender pay gap for Treloar Trust is: 4.7% (2021 -1.5%)

Median gender pay gap for Treloar Trust is: -6.5% (2021: -7.5%)

A negative gender pay gap means that women earned more than men per hour.

The causes of the gender pay gap are many and varied. As demonstrated it is possible for an organisation to have a negative gender pay gap, meaning that women earn more than men on average - this is not common in the UK. An employer that has completely eliminated unequal pay may still have a gender pay gap whether positive or negative. Where one group is under-represented swings in reporting may be exaggerated by changes to a few individuals.

The Mean disability pay gap for Treloar Trust is: 6.1%, the median disability pay gap for the Treloar Trust is: 3.6%.

The mean ethnicity pay gap for Treloar Trust is: 12.7%, the median disability pay gap for Treloar Trust is: 8.0%

Proportion of each category of employees in each pay quartile

This table shows the gender split when we order the hourly rate of pay from the lowest to highest and then group into four equal quartiles.

Pay quartiles by gender

Band	Gender		Disability		Ethnicity	
	Males	Females	Declared	Not Declared	White	Non-White
A (lowest)	17.7%	82.3%	10.4%	89.6%	92.6%	7.4%
B	22.5%	77.5%	7.6%	92.4%	94.7%	5.3%
C	12.9%	87.1%	4.5%	95.5%	94.2%	5.8%
D (highest)	14.6%	85.4%	7.6%	92.4%	96.2%	3.8%

The Gender figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

In law, men and women must receive equal pay for the same or broadly similar work;

- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Treloar Trust is committed to ensuring that all staff receive equal pay for equal work regardless of gender, disability or ethnicity.

These figures are largely reflective of the overall make-up of our workforce on the snapshot date in April 2022 with 83.7 % of our workforce being female and 16.3% male, which is also reflective of the sector. 7.6% of our staff have declared a disability and 5.5% have declared that they are from a minority ethnic group.

The gender pay gap at Treloar Trust does not demonstrate a material gender bias towards male employees, as may generally be seen in the wider UK economy and we remain confident that males and females are paid equally for the same or similar roles.

There is a small pay gap relating to disability, which may be partly explained by a positive recruitment policy in some administrative roles.

Drawing conclusions from the ethnicity pay gap is made harder by low numbers and will be subject to further review and this may lead to the adoption of positive strategies. With recruitment of (lower paid) care staff from outside Europe likely to grow in the short term, this pay gap may in fact rise without further action.

Simon Birch

Human Resources

Treloar Trust

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