**Cover Sheet for Nomination and Remuneration Committee**

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| Paper Number (Agenda Item): | 7 |
| Board/Committee: | Nomination and Remuneration Committee |
| Date of Meeting: | 29 February 2024 |
| Subject: | Pay Gap Report |
| Author: | Simon Birch |
| Date of Paper: | February 2024 |
| Linked to which of the Treloar’s Values: | We are inclusiveWe act with integrity and respectWe strive for excellence |
| Key Points to Note: | * For snapshot date April 23
* Gender Pay Gap increased slightly
* Senior Exec – no diversity, are pay gap
* Ethnicity pay gap same level as gender pay gap
* Disability pay gap slight increase
* Need greater diversity in management roles
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| Recommendation: | Members are asked to:Note |

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 2024.

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 2023.

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 and other 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: 9.5% (2022 4.7%)

Median gender pay gap for Treloar Trust is: 0% (2022: -6.5%)

The causes of the gender pay gap are many and varied. These partly reflects a lack of diversity at executive level and policies are in place to help redress this. 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: 9.3%, the median disability pay gap for the Treloar Trust is: 12.2%.

The mean ethnicity pay gap for Treloar Trust is: 12.4%, the median ethnicity pay gap for Treloar Trust is: 1.4%

**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**

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| --- | --- | --- | --- |
|  | **Gender** | **Disability** | **Ethnicity** |
| **Band** | **Males** | **Females** | **Declared** | **Not Declared** | **White** | **Non-White** |
| A (lowest) | 8.9% | 91.1% | 14.0% | 86.0% | 92.2% | 7.8% |
| B | 16.3% | 83.7% | 3,8% | 96.2% | 89.0% | 11.0% |
| C | 14.2% | 85.8% | 5.0% | 95.0% | 82.4% | 17.6% |
| D (highest) | 15.3% | 84.7% | 5.7% | 94.3% | 95.2% | 4.8% |

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 2023 with 86.3 % of our workforce being female and 13.7% male, which is also reflective of the sector. 4.8% of our staff have declared a disability and 7.4% have declared that they are from a minority ethnic group.

The gender pay gap at Treloar’s has increased slightly in the last year, partly due to a lack of diversity at senior executive level which does not reflect the majority of the workforce. Policies are in place to help redress this. The figures also reflect that a high proportion of our workforce work flexibly.

The disability pay gap, similar to the gender pay gap, is also affected by the lack of diversity at senior levels. Further review needs to be taken which may lead to the adoption of positive strategies to support progression into more senior roles.

The ethnicity pay gap has reduced slightly. Measures are being put in place to support career progression amongst sponsored employees which may help redress this further.

**Sandra Faulkner**

Human Resources

Treloar Trust

February 2024

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