



MacIntyre

Providing support...your way



MacIntyre Gender Pay Gap Report

January 2018

As an employer of more than 250 staff, MacIntyre has undertaken Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap in an organisation is a measure of the difference between the average earnings for men and women, irrespective of the position, over a standard period of time. This is different from equal pay where companies are required to ensure that men and women are paid the same for doing the same or similar roles.

At MacIntyre our workforce is predominantly female, with women making up 75% of our staff, which is reflective of the social care sector. We are confident, due to our job evaluation process and salary bandings, men and women are paid equally for the same or similar roles.

The data below is relevant as of 5 April 2017.



Mean and Median

	Mean	Median
Female	£9.24	£7.61
Male	£8.74	£7.80
	-5.74%	2.44%

Bonus

MacIntyre does not participate in pay performance related bonuses and therefore no data is included in the gender pay gap reporting for bonuses.

Pay Quartile Analysis

Pay quartile analysis:	Female	Male
Q1. Lower Quartile	74.28%	25.72%
Q2. Lower Middle Quartile	74.09%	25.91%
Q3. Upper Middle Quartile	76.78%	23.33%
Q4. Top Quartile	76.39%	23.61%

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Our Position

We are proud of the fact that we have a very good representation of female employees within our senior and middle management posts

	Female	Male
Trustees	55%	45%
CEO	100%	0%
Directors & Senior Management	89%	11%
Management	78%	22%

We support flexible working and offer a wide range of family-friendly leave policies.

	Female	Male
Full time Contracts	33%	13%
Part time Contracts	42%	12%

Conclusion

MacIntyre is committed to positively promoting equality of opportunity, eliminating discrimination and encouraging diversity amongst the workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

We are committed to recruit from the widest possible pool of potential talent without any restriction so that we can best match applicants to the needs of the people we support. The recruitment process for every vacancy will be non-discriminatory in every aspect.

As highlighted above there is an under-representation of males in all divisions within the organisation which is one of the main reasons for our mean gender pay gap. MacIntyre endeavors to pay all our staff above the National Living Wage rate and operates a Job Evaluation Guardianship Scheme to review all roles in relation to the job description and pay in comparison to other roles within the organisation.

Helen Bass

Workforce Director
MacIntyre

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