



MacIntyre

Providing support...your way



# GENDER PAY GAP REPORT

October 2022

# Gender Pay Gap Report



MacIntyre is a national charity that employs over 1500 employees who support people with learning disabilities and/or autism. As we employ more than 250 staff, MacIntyre has undertaken Gender Pay Gap Reporting which is 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 74% of our staff, which is reflective of the social care sector. We are confident, due to our job evaluation process and salary bandings that men and women are paid equally for the same or similar roles.

The data below is relevant as of 05 April 2022.

## Mean and Median

	Mean	Median
<b>Female</b>	£10.89	£9.50
<b>Male</b>	£10.46	£9.50
	- 4.11%	0%

## Pay quartile analysis

Pay quartile analysis:	Female	Male
<b>Q1. Lower Quartile</b>	74.89%	25.11%
<b>Q2. Lower Middle Quartile</b>	70.26%	29.74%
<b>Q3. Upper Middle Quartile</b>	73.35%	26.65%
<b>Q4. Top Quartile</b>	77.75%	22.25%

## 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.

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	Female	Male
Trustees	50%	50%
CEO	100%	0%
Director & Senior Management	79%	21%
Management	82%	18%

We support flexible working with 61% of our employees working part time hours. We also offer a wide range of family friendly leave policies.

	All Employees	Females	Males
Full Time Contracts	39%	26.82%	12.12%
Part Time Contracts	61%	47.25%	13.77%

### Bonus

Although MacIntyre does not participate in pay performance related bonuses, 7 local authorities, who we contract services from, provided a COVID19 Social Care Bonus in order to recognise and thank those employee for working through the COVID19 pandemic. 665 employees received this bonus with payments ranging from £150.00 to £625.00 per employee.

### Supporting Inclusion, Diversity, Equity and Accessibility

MacIntyre is committed to positively promoting equity of opportunity, eliminating discrimination and encouraging diversity amongst the workforce. We are proud to have our own Diversity Advisory Group who champion Equity, Diversity and Inclusion across the organisation for staff. This group helps us to recognise Inclusion, Diversity, Equity and Accessibility (IDEA) and address any inequalities ensuring we are offering fair opportunities and accessibility across the organisation.

Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected, brings their whole self to work and is able to achieve great outcomes.

### Conclusion

Our mean gender pay gap (-4.11%) reflects the under representation of males in all divisions within the organisation and our predominantly female workforce (74%). 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. We are also pleased to report that we look to accommodate staff wherever possible which includes 61% of staff working part-time, including working term-time only.

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HR Advisor  
MacIntyre