



MacIntyre

Providing support...your way



GENDER PAY GAP REPORT

January 2020

Gender Pay Gap Report



MacIntyre is a national charity that employs over 2,250 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. We have an open and transparent approach regarding our salary scales, including involvement through the Staff Council Employee Representative group.



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 2019.

Mean and Median

	Mean	Median
Female	£9.74	£8.55
Male	£9.38	£8.55
	-3.81%	0%

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	74.63%	25.37%
Q2. Lower Middle Quartile	75.83%	24.17%
Q3. Upper Middle Quartile	76.26%	23.74%
Q4. Top Quartile	76.59%	23.41%

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Our Position

	Female	Male
Trustees	58%	42%
CEO	100%	0%
Director & Senior Management	85%	15%
Management	76%	24%

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

At MacIntyre our workforce is predominantly female, with women making up 77% of our staff, which is reflective of the social care and education sectors. The breakdown of full time and part time female/male ratio is noted below.

	Female	Male
Full time Contracts	25%	10%
Part time Contracts	52%	13%

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 through our values based recruitment approach in order 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