



FALKIRK COMMUNITY TRUST

GENDER PAY GAP APRIL 2018

CONTENTS

1.	Introduction	Page 1
2.	What is included?	Page 1
3.	Who is included?	Page 1
4.	Gender Pay Gap Analysis	Page 2
5.	Gender Pay Gap Statement	Page 3
6.	Publication and Written Statement of Accuracy	Page 4

FALKIRK COMMUNITY TRUST – GENDER PAY GAP

1. Introduction

The Government has considered that the rate of progress in closing the gender pay gap is too slow, so has expanded reporting requirements. As an employer of over 250 employees, Falkirk Community Trust (the Trust) must now publish gender pay gap data by 5th April 2018 and annually thereafter.

This report is based on employee payroll data on a snapshot date of 5th April 2017.

It should be noted that the purpose of this report is to show the difference between men and women's pay (comparing the gender pay gap), not to look at whether men and women are being paid the same for doing equivalent work (equal pay).

2. What is included?

The report shows:

- The difference between the mean hourly rate of pay for male and female employees;
- The difference between the median hourly rate of pay for male and female employees;
- The proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Definitions:

Mean	A mean average involves adding up all of the data and dividing the result by how many subjects were in the list
Median	A median average involves listing all of the data in numerical order. The median average is the middle number
Quartile pay band	The workforce is divided into four equal pay bands.

Bonus payments will also be reported, following the same approach as above.

3. Who is included?

All full pay relevant employees, including casuals, who are employed with the Trust on 5th April 2017 are included in the report. The definition of a full pay relevant employee is:

Definition	Exclusions for Purpose of Report
An employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period.	If an employee is paid less than their usual basic pay, or nil, during the relevant pay period as a result of being on leave then they are not a "full pay relevant employee". Employees who receive no pay, whether or not through leave, will be excluded.

4. Gender Pay Gap Analysis

The gender breakdown of the Trust employees is – Female 340 (65%) and Male 186 (35%).

Difference between the mean hourly rate of pay for male and female employees

	Females (B)	Males (A)
Mean hourly rate of pay	£11.08	£11.80

Calculation = $(A-B)/A \times 100$

Difference in mean hourly rate is 6.1%

The information above is a snapshot between the mean hourly pay levels of female employees compared to those of male employees. The hourly figure used to calculate the differences includes allowances identified within the Gender Pay Gap guidance.

In line with the guidance, the figures exclude salary sacrifice payments for Childcare Vouchers and Bike to Work. The exclusion of these figures will have an impact on the hourly rate figure for employees receiving salary payments. There is a total of 3% of employees receiving salary sacrifice deductions of which 46% were female and 54% were male. These figures demonstrate that males within the Trust are using the family friendly provisions that are available.

Difference between the median hourly rate of pay for male and female employees

	Females (B)	Males (A)
Median hourly rate of pay	£9.71	£10.03

Calculation = $(A-B)/A \times 100$

Difference in median hourly rate is 3.2%

Quartile Pay Bands

The table below shows the proportion of male and female employees in each quartile band

Quartile	Female	Male
Lower	81.6%	18.4%
Lower middle	57.9%	42.1%
Upper middle	60.5%	39.5%
Upper	56.5%	43.5%

The gender breakdown of the senior management team within the Trust is Female 3 employees (60%) and male 2 employees (40%).

Bonus Payments

Bonus payments in the Trust are entirely made up of long service awards. These are paid to employees when they reach 25 years service (£300) and 40 years service (£800).

Of those that received 25 year award, 43% were male and 57% were female. For 40 years service payment the ratio is 50/50.

Difference in mean bonus pay for male and female employees

	Females (B)	Males (A)
Mean bonus pay	£400	£425

Calculation = $(A-B)/A \times 100$

Difference in mean bonus pay is 5.9%

Difference in median bonus pay for male and female employees

	Females (B)	Males (A)
Median bonus pay	£300	£300

Calculation = $(A-B)/A \times 100$

Difference in median bonus pay is 0.0%

Proportions of male and female employees who were paid bonus pay

	Females	Males
Number of individuals paid bonus	5	4
Number of employees	340	186
Proportion paid bonus	1.5%	2.2%

5. Gender Pay Gap Statement

Falkirk Community Trust is committed to the promotion of equality of opportunity in its employment practices. A recruitment and selection policy is in place which incorporates a commitment to equal opportunities. Further consideration will be given to recruitment adverts to ensure gender-neutral language with a view to attracting a diverse mix of candidates.

The Trust is committed to ensuring that all new posts or changes to posts are evaluated using a robust job evaluation system to objectively assess the demands for each job. This links to a transparent pay/grade structure. Employees are remunerated according to set pay scales and terms and conditions which are negotiated nationally, through Falkirk Council, by the Scottish Joint Council for Local Government Employees.

The Trust's gender pay gap compares favourably to national statistics but it is committed to monitoring and reducing the gap wherever possible, whilst also recognising that it has no direct control over the gender of applicants for particular job types or an individual's career choices.

6. Publication and Written Statement of Accuracy

This information will be published on the Trust's website and the Government's website for at least three years from the date of publication.

I confirm that the published information is accurate.

A handwritten signature in black ink that reads "Maureen Campbell". The signature is written in a cursive style with a large initial 'M'.

Maureen Campbell
Chief Executive, Falkirk Community Trust