

## Together Trust 2017 gender pay gap report

Changes to legislation means that employers with over 250 employees are now required to publish information about the gender pay gap in their organisation annually. The information published has to be based on the number of employees as of 5 April 2017.

### Who are the Together Trust?

The Together Trust is a charity providing special education, residential services, fostering, family support and community services. We support more than 2,000 vulnerable young people and adults across the North West including Manchester, Liverpool, Cheshire and Lancashire each year.

We are committed to ensuring that everyone who works for the Trust has the right to be paid equally for work of the same level.

### What is the gender pay gap?

The gender pay gap is the average difference between men and women's average earnings across the organisation.

Gender pay gap is not the same as equal pay and the existence of a pay gap does not indicate that men are paid more than women for performing the same role.

The median Gender Pay Gap for the economy as a whole was 18.1% (based on the Annual Survey of Household Earnings as published in 2016).

### How is the gender pay gap worked out?

To work out our gender pay gap we determined the hourly rate of ordinary pay based on the relevant elements of pay and hours worked.

The new regulations define what is considered to be 'ordinary pay'. This includes a range of pay elements including shift payments and other allowances. 'Ordinary pay' excludes any overtime paid in addition to an individual's basic pay.

We collected our data on 5 April 2017, when our workforce consisted of 73.4% women and 26.6% men.

### Our results

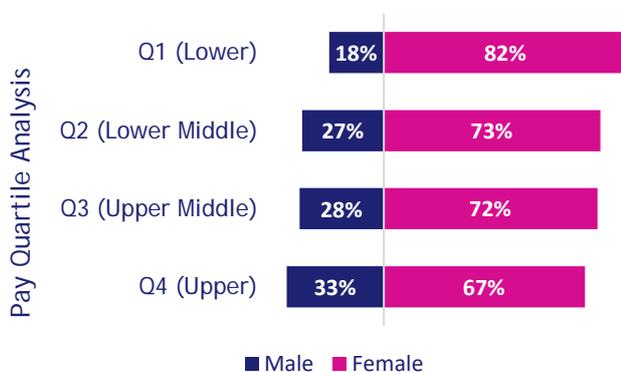


Table.1

	Mean	Median
Gender Pay Gap	6.9%	11.9%
Gender Bonus Pay Gap	0.0%	0.0%

Table.2

	Male	Female
% Staff Receiving a Bonus	0.0%	0.0%

## How to understand these results

### Pay quartile analysis

We placed our rates of pay into order of value then divided the list into four equal sections. The percentages show the proportion of male and female employees in each section.

#### Mean

The mean is the average of a set of numbers. All numbers from the data set are added together then divided by the number of numbers added in.

Our mean gender pay gap is **6.9%** which is the equivalent of £0.76p per hour difference.

#### Median

The median is the middle number in a list of numbers. To find the median you put all numbers into numerical order. For an odd number of results, the median is the middle number. For an even number the median is the **mean** of the two central numbers.

Our median gender pay gap is **11.9%** which is the equivalent of £1.11p per hour difference.

The Together Trust has no payments that can be determined as bonus payments.

### What our results mean

In common with the care sector as a whole, Together Trust's workforce is predominantly female. At the time of collecting the data 73.4% of our workforce was female, this has meant that women outnumber men in every quartile.

Because we have a greater proportion of men in the upper pay quartiles compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles, this has had an impact on our gender pay gap.

### What we want to do to reduce the gap

We are going to do more to investigate and understand our results. We are planning to identify any actions we can take to reduce and ultimately eradicate our gender pay gap in the short, medium and long term.

Right now we are working on a job evaluation scheme for our workforce. And in the next year we will begin to implement our new pay policy that will add complete transparency to fair and equal pay for equal work.

### Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Mark Lee**

**Chief Executive**