

2018 gender pay report

Gender pay reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap is between their male and female employees.

This report is based on hourly pay rates as at 5 April 2018 and bonuses paid between 6 April 2017 and 5 April 2018.

Definitions

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Median bonus

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Quartile pay band

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Background

Concern Group is made up of Insight Healthcare and Mental Health Concern (MHC). At the time of analysis, the organisation operated two payrolls, hence the reporting is split between the two companies as per the requirements under the gender pay reporting regulations.

However, we regard our organisation as one, with harmonised policies and procedures and terms and conditions. Any new initiatives implemented to support reward and recognition are applied equally across the Group. For this purpose, we have also included an overall Group analysis.

As a group and at time of analysis, we employed 671 staff. MHC employed 287 and Insight Healthcare 384 staff.

80% of our workforce is female and therefore we take care in ensuring that they are paid fairly for the work they fulfil and have the same opportunities as their male counterparts.

The tables below show our mean and median hourly pay gap as at the snapshot date (5 April 2018). This is presented at both Group and organisation level as referred to above. We have also detailed 2017 reporting to allow comparisons to be easily made.

Group	2018		2017	
	Mean	Median	Mean	Median
Pay gap (%)	9.55	9.51	11.31	7.76

MHC	2018		2017	
	Mean	Median	Mean	Median
Pay gap (%)	14.72	4.87	19.28	17.93

Insight	2018		2017	
	Mean	Median	Mean	Median
Pay gap (%)	10.60	10.00	12.30	10.00

Analysis

We are pleased to report that the mean gender pay gap has reduced compared to 2017, both when analysing at Group level and respectively for MHC and Insight.

The differences that exist can largely be explained by length of service or skill-set factor.

The median has increased only slightly at Group level, however the median for MHC has reduced significantly, whilst the median for Insight remains the same.

Proportion of females in each pay quartile

Group	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female (%)	83%	80%	86%	72%

MHC	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female (%)	83%	68%	82%	59%

Insight	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female (%)	92%	90%	83%	78%

Bonus Payments

The group does not operate a bonus scheme and therefore no employees receive a bonus payment.