

# COMPTON CARE GENDER PAY GAP STATEMENT 2023

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Compton Care, along with other organisations who employ over 250 staff, to publish their Gender Pay Gap Report annually.

The gender pay gap is defined as the difference in the average earnings of men and women over a defined time period, regardless of their role or seniority.

We publish data on the mean and median salary pay gap and the proportion of male and female staff in each pay quartile. As we do not pay any of our staff bonuses, the requirement on report on bonus payments is not relevant to Compton Care.



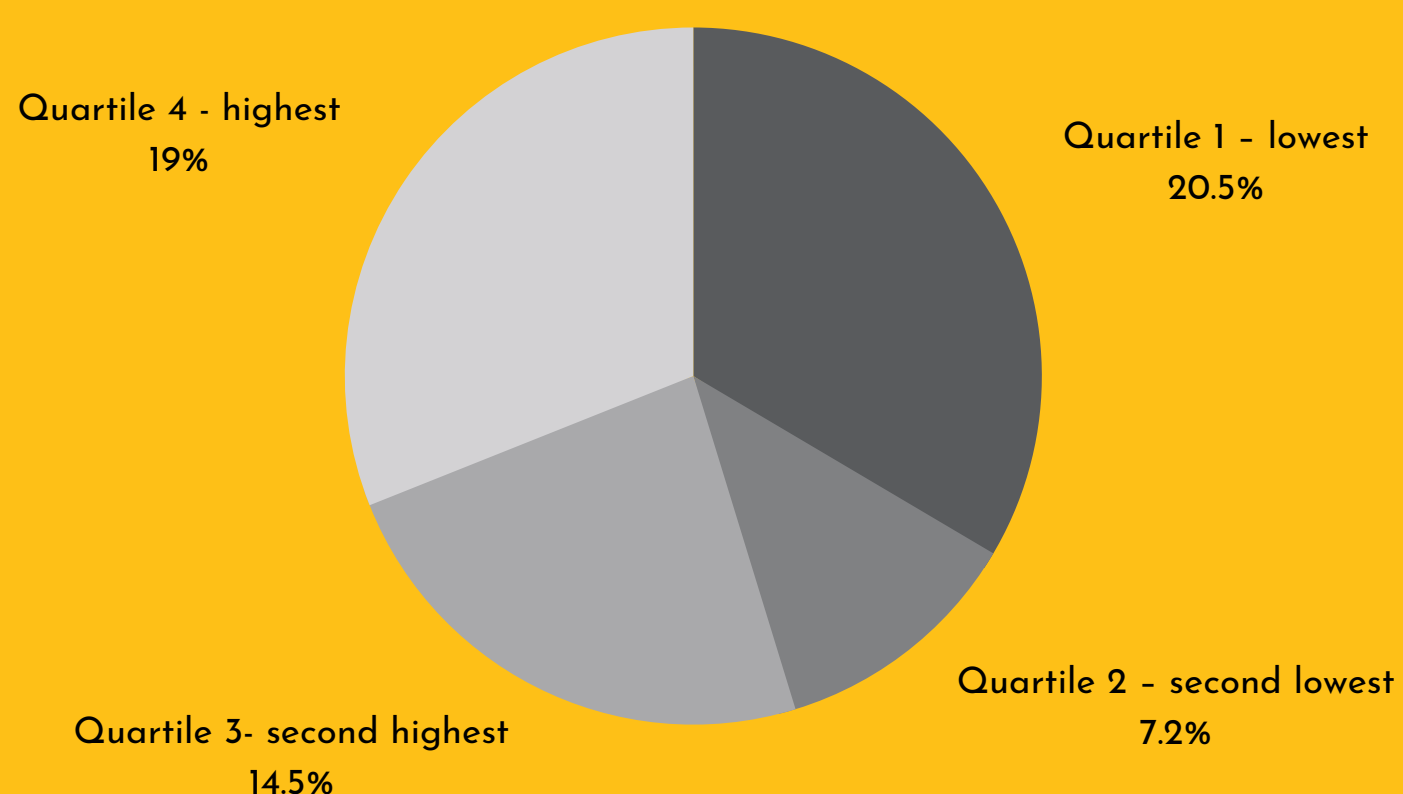
THE SNAPSHOT OF DATA USED FOR THESE CALCULATIONS  
WAS TAKEN ON APRIL 2023

OF A TOTAL OF 333 STAFF  
282 IDENTIFIED AS FEMALE AND 51 IDENTIFIED AS MALE.

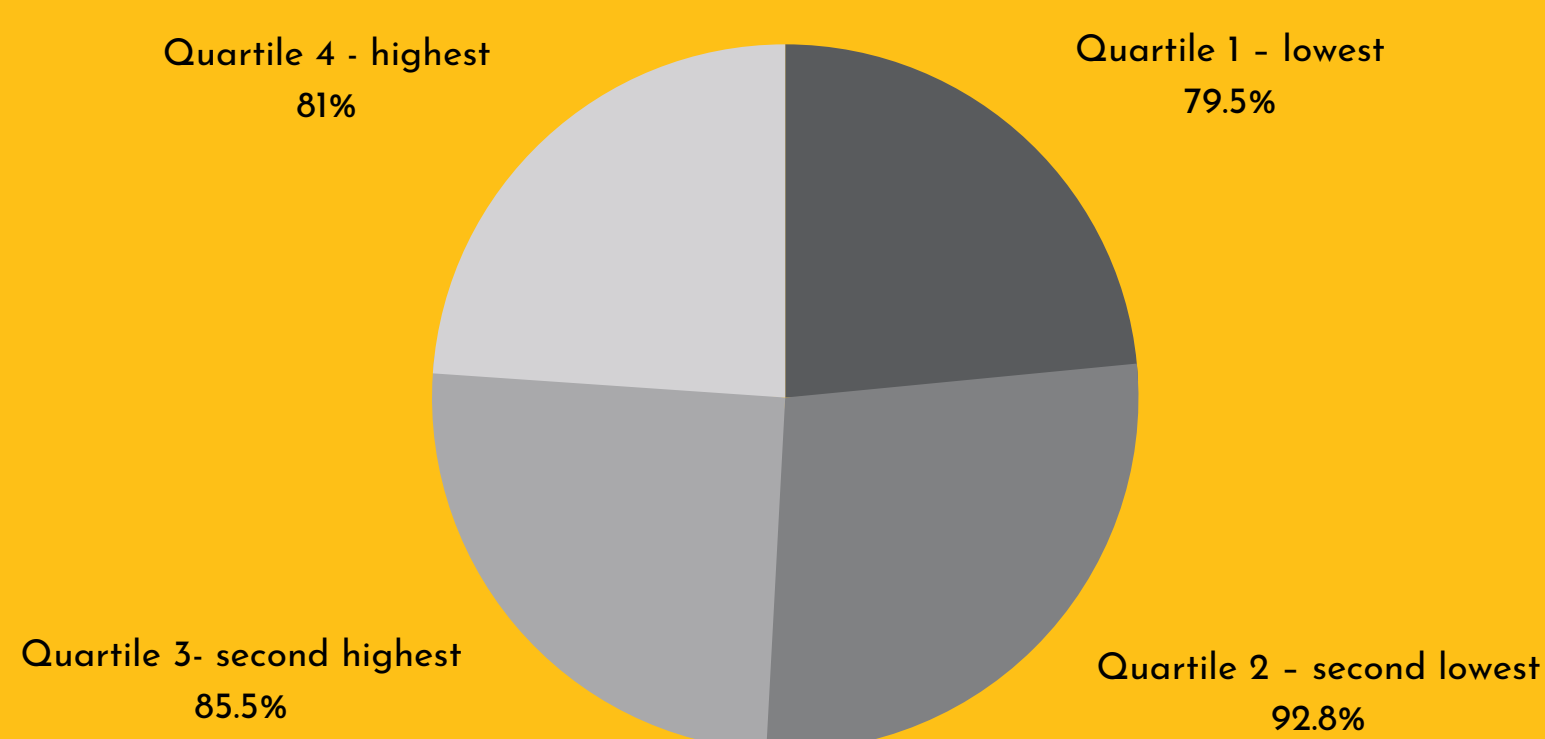
Mean Gender Pay Gap 10%

Median Gender Pay Gap 7.5%

## Gender pay split by quartiles



MALE



FEMALE

THIS SNAPSHOT OF DATA IS REFLECTIVE OF OUR WORKFORCE WHICH IS COMPRISED OF 84.7% FEMALE AND 15.3% MALE EMPLOYEES.

THIS IS PREDOMINATELY DRIVEN BY THE ENVIRONMENTAL AND HISTORICAL FACTORS OF OCCUPATIONS MORE TRADITIONALLY PERFORMED BY WOMEN AND IS CONSISTENT WITHIN THE SECTOR.

## Introduction

This is a Compton Care Report on Gender Pay Gap in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires companies of over 250 employees to report. This report provides a summary on the data reported in conjunction with a brief explanation of what the data shows.

## Summary

This year has seen the Mean gender pay gap rise from 2.1% in 2022 to 10% in 2023. One of the drivers in this significant change occurred due to Compton Care supporting the UK Government's employment initiative of employing staff under the 'Kickstart' scheme, following which several males were successful in obtaining placements onto the scheme. However, we were also successful in recruiting more males into higher paid roles across all areas of the business.

The Median Gender Pay Gap within Compton Care has reduced from 17.3% to 7.5% in favour of males.

In the pay reference period of 12 months preceding April, no employees received a bonus.

## Gender Pay Gap Report

Although we have a predominately female workforce, we have seen a small increase in our workforce data during the last year in male appointments to advertised posts as we have developed new roles within the organisation. Our lower salary grades are either in care which is female-dominated or Retail, again a female-dominated profession.

## Commentary

There are several factors that have a bearing on the data, some of these are discussed briefly below but are not in any specific priority order.

### Nature of the business

The main businesses of Compton Care are:

- Provision of care
- Retail
- Fundraising

The provision of care is a very female-oriented workforce. We also find that many women work in both Retail and Fundraising. The highest number of professionals working within Compton Care work in our care services and therefore there are many more female professionals within the workforce than male. There are only two areas of our operations where there are more male employees than female: the Facilities team and the Retail transport team.

### Sector of the business

Compton Care operates in the charitable sector. The organisation does not therefore have high rates of pay. This may not make the organisation attractive to primary earners.

- Nature of employment opportunities

To attract workers, the organisation adopts many family-friendly policies, meaning there are a lot of part-time roles available. These may be of greater interest to primary carers in our community, who are predominantly female.

- Recruitment and promotion practices

Compton Care also adopts equal opportunities practices in its recruitment process and in the promotion of staff. It is an individual's ability to carry out the role that determines selection for appointment and promotion, rather than any characteristics that the individual may have (whether prohibited under the equality act or not) including gender.

- Remuneration policies and practices

Compton Care operates a job evaluation process which is based on non-discriminatory factors and therefore we are confident that all the workforce is paid appropriately for the work they do regardless of gender.

- Proposed actions

It remains desirable to attract more male employees across all our services. However, nursing and care, and palliative care in particular, do not appear to attract many male workers and we will always be recruiting from a pool of eligible workers who are predominantly female.