

# Our Gender Pay Gap for 2021 - 2022

The Disabilities Trust



# The Disabilities Trust gender pay gap is below the national average

## A look at gender pay gap data for 2021-22

Following the analysis of data for the year 2021-22, The Disabilities Trust has published its gender pay gap report. The report shows a small gap which is far lower than the industry average.

The gender pay gap data is measured in two different ways,

- **MEAN**<sup>\*</sup> and;
- **MEDIAN**<sup>\*\*</sup>

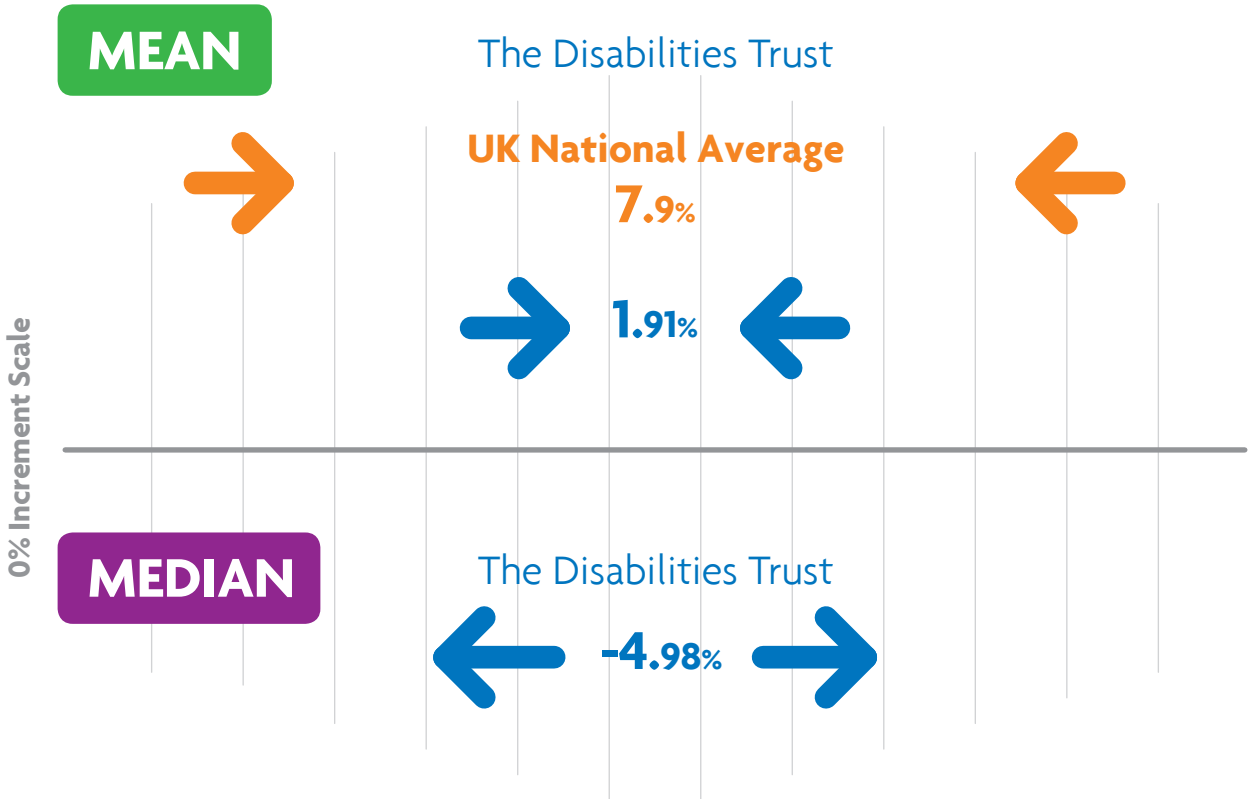
\* The mean pay gap is the difference between the average hourly earnings of men and women.

\*\* The median gender pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

### What the data shows

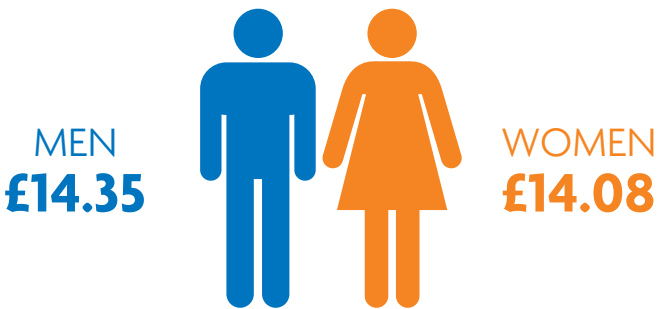
The data shows that the Trust's **MEAN\*** gender pay gap is 1.91%. **Women are paid an average of £14.08, and men an average of £14.35.** This is compared with last year's data of 1.05% and £13.19 compared with £13.33.

This compares to a **national average pay gap of 7.9%.**



The **MEDIAN\*** gap for The Disabilities Trust is -4.98%, which represents a negative pay gap. This compares with last year's gap of -2.6%.

### MEAN £ Hourly rate

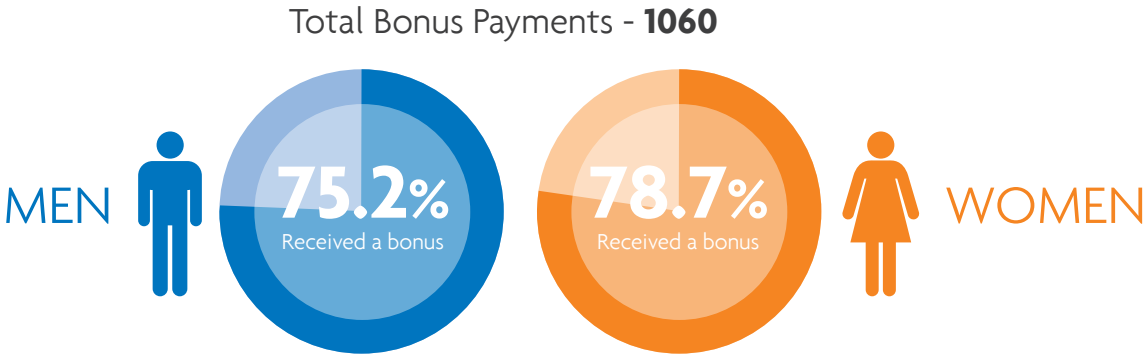


Our gender pay gap typically fluctuates year on year because, despite men and women in equivalent roles being paid the same rates, there are a wide number of variables that can affect the final result. This includes the ability of males and females to work and sleep in shifts and weekends, leavers annual leave pay, back pay made in the event of the timing of payments for new starters and contractual changes, as well as gender changes in the composition of the Senior Leadership Team.

Overall, the male staff group is much smaller than the female staff group at the Trust, so this also has had a significant impact on the rate, because of the way the calculations are made.

## BONUS PAYMENTS

Looking at bonus payments, the Trust made 1060 bonus payments in total in the year ending April 2022. These were awarded to 75.2% of our male staff and 78.7% of our female staff.



It should also be noted that a Social Care Bonus Award was paid to some support workers during the 2021/22 reference period. The amount received was reduced for part time workers, and within the reference period 32.3% of the relevant females worked part time hours, whereas only 19.7% of the relevant males work part time hours. The average Social Care Bonus payment made to the male staff group was £268.12, and to the female staff group was £254.30. This one off payment would have slightly increased the number of bonus payments made in the reference period compared to previous years, and also increased the amount paid to some of the support worker staff group.