

**A) Gender**

**Turn2us calculates its annual gender pay gap report annually.**

This is the Gender Pay Gap report for the snapshot date of the 5<sup>th</sup> April 2020:

- Mean gender pay gap is 8.30% (2019 = 14.78%)
- Median gender pay gap is 3.46% (2019 = 4%)
- Mean gender bonus gap is zero; no bonuses paid to Turn2us staff
- Median gender bonus gap is zero; no bonuses paid to Turn2us staff
- Proportion of male employees receiving a bonus is zero; no bonuses paid to Turn2us staff
- Proportion of female employees receiving a bonus is zero; no bonuses paid to Turn2us staff

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**What does this mean?**

It is encouraging to see that Turn2us’s mean gender pay gap has substantially improved from 14% in 2019 to 8.30% this year. This can be explained by two factors.

- 1) The increase in the mean hourly pay of Turn2us females which has increased – see table 1 below – while the average hourly pay for men has reduced.

*Table 1 – Mean Gender Hourly Pay Rates*

Gender	2019	2020
Men	£25.83	£25.20
Women	£22.02	£23.11

- 2) Also when looking at the Top Quartile mean hourly rate, this reduced substantially for males (from £45.86 to £40.26) while for females, it increased slightly thus closing the pay gap and improving the Turn2us gender pay gap rate. For all the other Quartiles, the rates increased slightly which is due to the salary increase in April 2020.

*Table 2 – Gender Distribution by Quartile*

Band	Males Hourly Rate 2019	Males Hourly Rate 2020	Increase (decrease) in hourly rate	Females Hourly Rate 2019	Females Hourly Rate 2020	Increase (decrease) in hourly rate
A – Bottom Quartile	£15.15	£16.37	£1.22	£15.38	£16.61	£1.23
B - Lower Quartile	£19.79	£21.10	£1.31	£19.14	£20.88	£1.74
C - Upper Quartile	£22.27	£23.36	£1.09	£22.61	£23.96	£1.35
D – Top Quartile	£45.86	£40.26	£5.60	£32.40	£32.80	£0.40

This headline figure is encouraging. However in terms of the distribution of males and females across Turn2us, here the picture is less encouraging. See the table below which shows the summary in the last three years.

Band	Males 2018	Males 2019 (%)	Males 2019 (Nos)	Males 2020 (%)	Males 2020 (Nos)	Females 2018	Females 2019 (%)	Females 2019 (Nos)	Females 2020	Females 2020 (Nos)
A – Bottom Quartile	28.57%	21.43%	3	38.46%	5	71.43%	78.57%	11	61.54%	8
B - Lower Quartile	35.71%	35.71%	5	30.77%	4	64.29%	64.29%	9	69.23%	9
C - Upper Quartile	42.86%	35.71%	5	61.54%	8	57.14%	64.29%	9	38.46%	5
D – Top Quartile	33.33%	30.77%	4	41.67%	5	66.67%	69.23%	9	58.33%	7
			17		22			38		29

In the Top Quartile, the percentage of females has reduced quite significantly from 69% to 58% and of course therefore we see a corresponding increase in the % of men in this top quartile. This can be explained by the six females in the Upper Quartile who left between April 19 – April 20 and of these six, three were replaced by males.

The number of males in the top quartile increased from 4 to 5.

In the Bottom Quartile, the percentage of females in this group has reduced and for males it has increased. This is explained by some new junior male staff in the Grants team. Also a couple of female staff left and their roles were not replaced (e.g. on reception and a general admin role).

### **How does Turn2us compare with the UK as a whole?**

The charity sector in the UK does have more female employees than males, and Turn2us is no different in that regard. The charity has seen an improvement in the imbalance with the increase in male hires and the reduction in females in the last 12 months. Turn2us is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Turn2us’s workforce, where there are 12 staff who are working part time (23%) and 11 out of the 12 are female.

In terms of technical/digital roles, again Turn2us tends to reflect the UK. The vast majority of staff in these jobs are male, but the two most senior digital roles are both held by females, who were hired within the last 15 months.

### **How does Turn2us’s gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Turn2us’s compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the Office for National Statistics (ONS) in 2020 was 15.5%. The Turn2us mean gender pay gap at 8.30% is below the national level, but we are working to improve it.

### **What is Turn2us doing to reduce the gender pay gap further?**

Under the law, men and women must receive equal pay for:

- The same or broadly similar work;
- Work related as equivalent under a job evaluation scheme; or
- Work of equal value.

Turn2us is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

The Charity has written a new Remuneration policy which was approved by the Trustee Board In December 2020 and will be effective from April 2021. This states that it totally supports equity, diversity and inclusion in staff pay, regardless of their sex (or any other characteristic set out above). This policy has transparent salary bandings and objective job level criteria to help ensure more consistency in terms of hiring starting salaries.

The Charity has also introduced some new recruitment software that allows for “blind” shortlisting. This will be use for all open positions from January 2021 and should ensure the gender bias in hiring is reduced.

Turn2us will continue to provide the opportunity to request flexible work arrangements to all employees at all levels in the organisation.

Turn2us will continue to do everything that it can to reduce the gap including continuing to promote working with Turn2us as a genuine career opportunity where all employees are hired on their potential rather than their perfection and then supported to achieve their full potential working within a quality working environment.

Turn2us is committed to reporting on an annual basis on its gender pay gap and the progress that it is making on reducing it.

### **B) Ethnicity**

Data looking at race pay gaps is not currently a legal requirement. However Turn2us is keen to review race in the same way as gender and so carried out an analysis using the same measurements as for gender. This is the first year that we are tracking this so there is as yet no trend data.

This is the Race Pay Gap report for the snapshot date of the 5<sup>th</sup> April 2020:

- Mean race pay gap is 1.49%

### **What does this mean?**

It is encouraging to see that Turn2us’ mean race gap at 1.49% is relatively small compared to the gender pay gap. Below are the mean hourly rates for white and BAME staff.

*Table 1 – Mean Hourly Pay Gap*

<b>Race</b>	<b>2020</b>
White	£24.11

BAME	£23.75
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The table below shows the race distribution across Turn2us by quartile. Apart from Band B (Lower Quartile), the other 3 quartiles have around a quarter of the BAME staff in compared to three quarters of white staff.

*Table 2 – Race Distribution by Quartile*

<b>Band</b>	<b>White</b>	<b>BAME</b>
A – Bottom Quartile	<b>76.9%</b>	<b>23.08%</b>
B - Lower Quartile	<b>61.54%</b>	<b>38.46%</b>
C - Upper Quartile	<b>76.9%</b>	<b>23.08%</b>
D – Top Quartile	<b>75%</b>	<b>25%</b>

This work is based on one date in time – April 5<sup>th</sup> 2020 – but Turn2us had already started to track diversity data quarterly since September 2020. Over time we can link the diversity tracking with salary data to ensure that we build a better understanding of race going forward.