**FALKIRK COMMUNITY TRUST**

**GENDER PAY GAP**

**REPORT 2021**

**Based on snapshot date of 5th April 2020**

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**FALKIRK COMMUNITY TRUST – GENDER PAY GAP**

**1. Introduction**

As an employer of over 250 employees, Falkirk Community Trust (the Trust) must publish gender pay gap data on an annual basis.

This report requires to be published by 5th October 2021 and is based on employee payroll data on a snapshot date of 5th April 2020.

It should be noted that the purpose of this report is to show the difference between men and women‘s pay (comparing the gender pay gap), not to look at whether men and women are being paid the same for doing equivalent work (equal pay).

**2. What is included?**

The report shows:

* The difference between the mean hourly rate of pay for male and female employees;
* The difference between the median hourly rate of pay for male and female employees;
* The proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Definitions:

|  |  |
| --- | --- |
| **Mean** | A mean average involves adding up all of the data and dividing the result by how many subjects were in the list |
| **Median** | A median average involves listing all of the data in numerical order. The median average is the middle number |
| **Quartile pay band** | The workforce is divided into four equal pay bands. |

Bonus payments will also be reported, following the same approach as above.

**3. Who is included?**

All full pay relevant employees, including casuals, who are employed with the Trust on 5th April 2020 are included in the report. The definition of a full pay relevant employee is:

|  |  |
| --- | --- |
| **Definition** | **Exclusions for Purpose of Report** |
| An employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. | If an employee is paid less than their usual basic pay, or nil, during the relevant pay period as a result of being on leave then they are not a “full pay relevant employee”.  Employees who receive no pay, whether or not through leave, will be excluded. |

**4. Gender Pay Gap Analysis**

The gender breakdown of the Trust employees is – Female 304 (64%) and Male 172 (36%).

**Difference between the mean hourly rate of pay for male and female employees**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Females** (B) | **Males** (A) |  |
| **Mean hourly rate of pay** | £13.02 | £13.69 |  |

Calculation = (A-B)/A x 100

**Difference in mean hourly rate is 4.9%**

The information above is a snapshot between the mean hourly pay levels of female employees compared to those of male employees. The hourly figure used to calculate the differences includes allowances identified within the Gender Pay Gap guidance.

In line with the guidance, the figures exclude salary sacrifice payments for Childcare Vouchers and Bike to Work.

**Difference between the median hourly rate of pay for male and female employees**

|  |  |  |
| --- | --- | --- |
|  | **Females** (B) | **Males** (A) |
| **Median hourly rate of pay** | £11.10 | £12.21 |

Calculation = (A-B)/A x 100

**Difference in median hourly rate is 9.09%**

This figure has increased from the 7.9% reported last year.

**Quartile Pay Bands**

The table below shows the proportion of male and female employees in each quartile band. It also shows the figures from 2019 as a comparison.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2020** | |  | **2019** | |
| **Quartile** | **Female** | **Male** |  | **Female** | **Male** |
| **Lower** | 73.9% | 26.1% |  | 75% | 25% |
| **Lower middle** | 66.4% | 33.6% |  | 73% | 27% |
| **Upper middle** | 58.0% | 42.0% |  | 57% | 43% |
| **Upper** | 57.1% | 42.9% |  | 50% | 50% |

The senior management team within the Trust are a team of 5 with a 60:40, female:male gender split.

**Bonus Payments**

Bonus payments in the Trust are entirely made up of long service awards. These are paid to employees when they reach 25 years service (£300) and 40 years service (£800).

Eight employees received the 25 year award in 2020 and there was a 60:40 gender split, male:female. Only one employee received the 40 years service payment, a female.

**Difference in mean bonus pay for male and female employees**

|  |  |  |
| --- | --- | --- |
|  | **Females** (B) | **Males** (A) |
| **Mean bonus pay** | £425 | £300 |

Calculation = (A-B)/A x 100

**Difference in mean bonus pay is -41.67%**

**Difference in median bonus pay for male and female employees**

|  |  |  |
| --- | --- | --- |
|  | **Females** (B) | **Males** (A) |
| **Median bonus pay** | £300 | £300 |

Calculation = (A-B)/A x 100

**Difference in median bonus pay is 0.0%**

**Proportions of male and female employees who were paid bonus pay**

|  |  |  |
| --- | --- | --- |
|  | **Females** | **Males** |
| **Number of individuals paid bonus** | 4 | 5 |
| **Number of employees** | 314 | 180 |
| **Proportion paid bonus** | 1.27% | 2.78% |

**5. Gender Pay Gap Statement**

Falkirk Community Trust is committed to the promotion of equality of opportunity in its employment practices. A recruitment and selection policy is in place which incorporates a commitment to equal opportunities. Further consideration will be given to recruitment adverts to ensure gender-neutral language with a view to attracting a diverse mix of candidates.

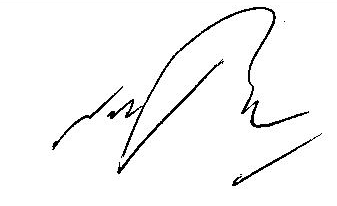
The Trust is committed to ensuring that all new posts or changes to posts are evaluated using a robust job evaluation system to objectively assess the demands for each job. This links to a transparent pay/grade structure. Employees are remunerated according to set pay scales and terms and conditions which are negotiated nationally, through Falkirk Council, by the Scottish Joint Council for Local Government Employees.

The Trust’s gender pay gap compares favourably to national statistics but it is committed to monitoring and reducing the gap wherever possible, whilst also recognising that it has no direct control over the gender of applicants for particular job types or an individual’s career choices.

**6. Publication and Written Statement of Accuracy**

This information will be published on the Trust’s website and the Government’s website for at least three years from the date of publication.

I confirm that the published information is accurate.



**Neil Brown**

**Chief Executive, Falkirk Community Trust**