

Career Connect

Gender Pay Gap Report

2019



Create a Better Future

Having a fully inclusive and diverse workforce is something we aspire to at Career Connect. We understand and appreciate that a vibrant and diverse workforce brings a range of talent as well as many benefits to our clients and customers.

In 2017, Career Connect welcomed the introduction of new legislation, which required all employers with 250 or more employees to publish details of their employees' gender pay and any bonus differentials. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to private and voluntary sector organisations.

Data was analysed at that stage and a range of measures introduced to address this issue, including increases to the pay bands in the lower entry level grades.

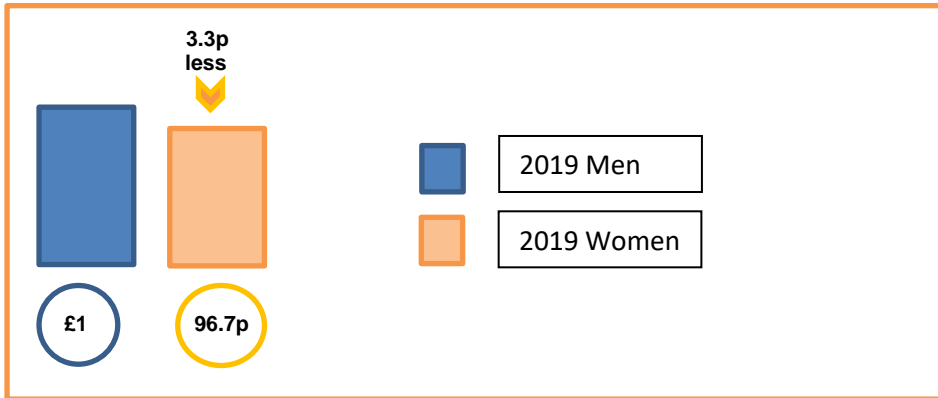
We are pleased to report these actions have been effective in helping us to make positive progress. This can be seen with a reduction from 8.2% in our mean pay gap in 2017, down to 3.3% in 2019. We recognise however, that we cannot be complacent as we still have work to do to maintain progress in ensuring an inclusive workforce, as a charity where all employees are enabled to succeed based on their contribution and impact in their role.



The decline in the mean pay gap shows progress:

Based on data on 5th April 2019, the charity is performing well in closing the pay gap between men and women as the decline in the mean pay gap continues. Hourly wage pay gap:

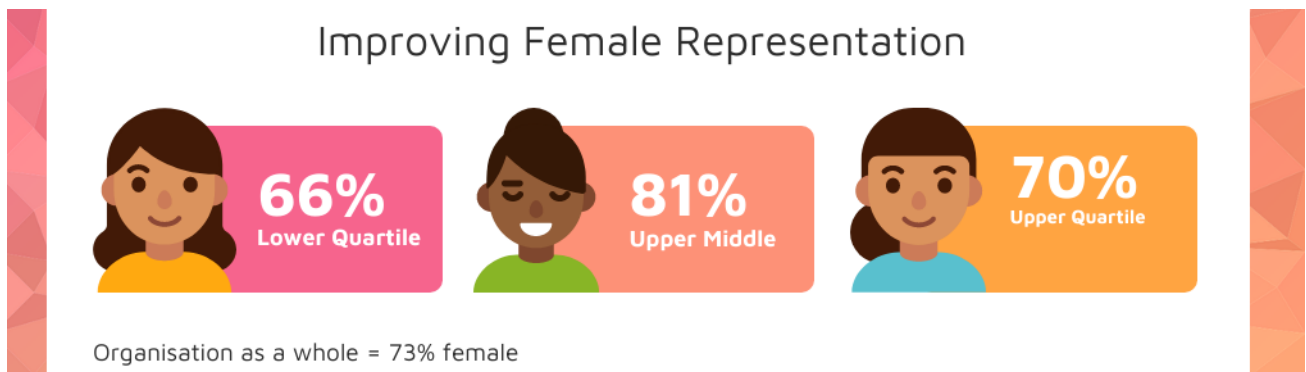
- 2017 mean gap was £1.17 per hour (8.2%)
- 2018 mean gap was 77p per hour (5.4%)
- 2019 mean pay gap was 48p per hour (3.3%)



In median pay there is no difference between male and female

Female representation in all quartiles continues in its move towards representing the overall proportion (73%):

- The upper middle 81% female
- The upper quartile 70%
- The lower quartile is 66% female



2017

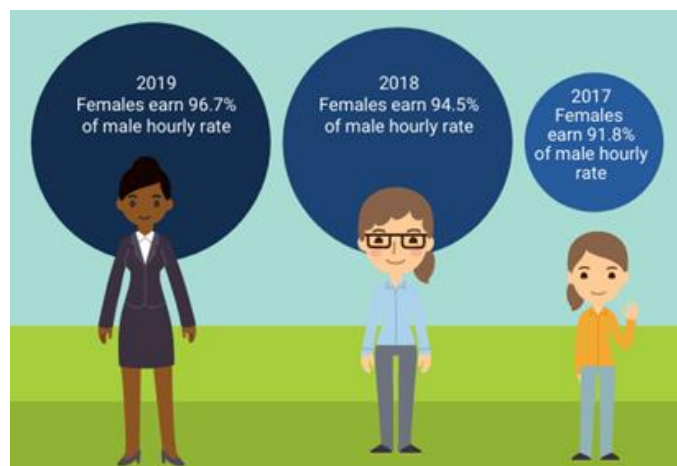
Females £13.10 (91.8% of males)
Males £14.27 (+£1.17 per hour more)

2018

Females £13.47 (94.5% of males)
Males £14.24 (+77p per hour more)

2019

Females £14.02 (96.7% of males)
Males £14.50 +48p per hour more)



Median for each group (males full time, females full time, males part time and females part time) is the same at £14.08.

% of females in each quartile

It is noted that in the lower quartile, there has been a further reduction of females who in 2017 females accounted for 92% of the lower quartile
2018 females accounted for 86% of the lower quartile
2019 females accounted for 44% of the lower quartile

The upper quartile has seen a rise of females from 59% in 2018 to 70% in 2019

How can we do even better?

Career Connect is performing well in closing the pay gap between men and women. The charity is committed to equality in the workplace and will strive to ensure that any gender pay gaps are identified are addressed. As a family friendly employer, the organisation has in place a range of initiatives and benefits that promote inclusion. This includes flexible working, which for many people with care responsibilities, enables a healthy work-life balance. The organisation attracts a high proportion of female applicants, which is not unusual in a service sector or charity. Although the number of administration/ support function roles are now very few, these lower paid roles have historically been filled by females, often on a part-time basis. There is greater gender balance in the management tiers of the organisation but at the lower end of the pay-scales there remains more women in these roles.

Career Connect will continue to review its workforce development strategy to ensure that women in the lower paid administration/ support functions have equal access to professional development programmes that will enable them to progress through the organisation.

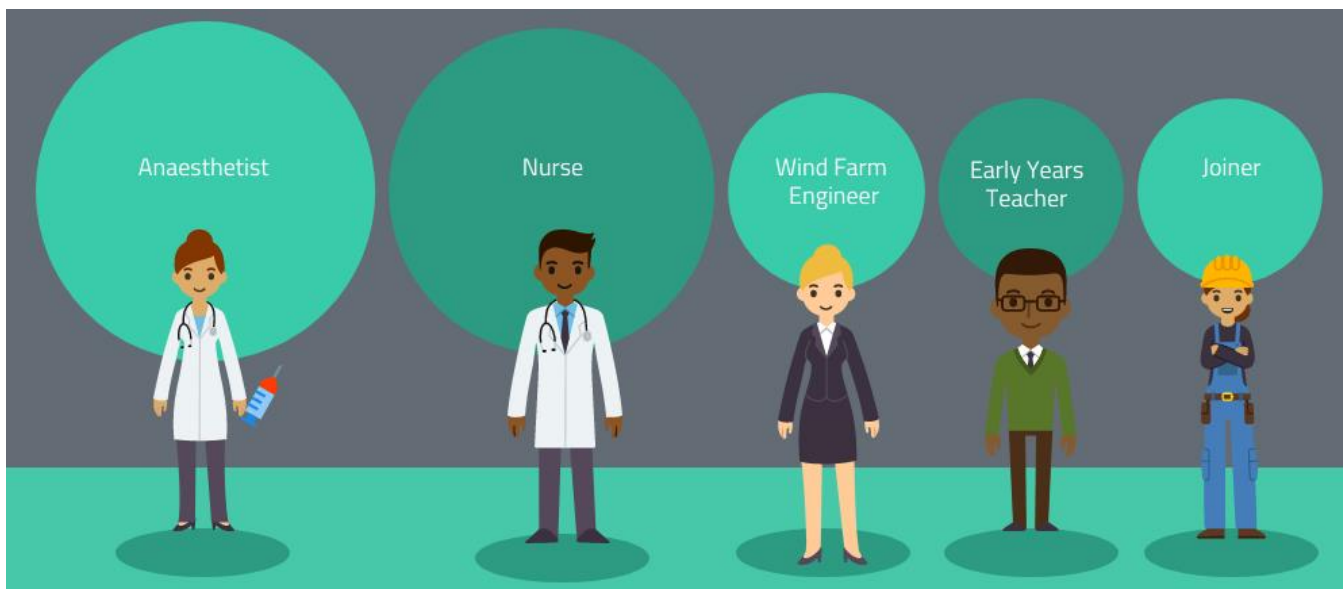
A supportive team that provides flexibility, is always highlighted in staff engagement surveys.



Inspiring Young People

Career Connect also plays a vital role in inspiring young people from an early age, to see beyond gender stereotypes in making their own career choices.

This contributes to the wider transformation of the labour market, by challenging assumptions about the roles of men and women in the workplace, including leadership opportunities and to change behaviours, beliefs and practices that hamper progress in gender equality.



Workforce Data

Career Connect Workforce at 05.04.19

Total 293 Staff.

213 female (73%) and 80 male staff (27%)

78 part time staff (26.6% of total workforce are part-time)

-5 male and 73 female part-time workers

23 staff earn £18,000 or less. 7 male and 16 female

2 Company Directors: 1 male and 1 female

8 staff in Senior Leadership Team: 2 male and 6 female

