



Gender Pay Gap Report 2021

careerconnect.org.uk

Create a Better Future

Introduction

Attracting and retaining a fully inclusive and diverse workforce is something we constantly aspire to at Career Connect. The diverse makeup of our workforce brings unique talents, improved customer service and many benefits to our clients and customers.

Diversity is an important commitment at the Career Connect. It is fully endorsed by the Board of Trustees and is regularly reported and discussed. This year, we are working towards the Investors in Diversity accreditation as a further demonstration of our commitment to making Career Connect a great place to work for everyone.

We intend to be fully transparent about the diversity challenges we face as a charity and outline our commitment to making progress in this important area.

The Career Connect People Strategy 2021-25 highlights a number of actions we must take as a priority, to build and grow a diverse workforce, which will enable greater trust, inclusivity and understanding within our communities.



Gender Pay Gap

We will continue to develop an inclusive culture aligned with our vision and values, where wellbeing is a priority for every individual.



Since 2017, we are pleased to report that the actions taken to address some early concerns regarding gender pay gap, have been effective in helping us to make progress towards bridging the imbalance.

Based on data on 5th April 2021, the charity is performing well in closing the pay gap between men and women, despite a spike in 2020 which is explained below.

Hourly wage pay gap:

- 2017 mean pay gap was £1.17 per hour (8.2%)
- 2018 mean pay gap was 77p per hour (5.4%)
- 2019 mean pay gap was 48p per hour (3.3%)
- 2020 mean pay gap was £1.28 (9%)*
- 2021 mean pay gap was 68p (5%)

** Due to a period of handover, data recorded on 5th April 2020 included two Chief Executives, both male, which accounts for some of the increase in mean hourly wage.*

This year 2021, in median pay there is a 6% difference between male and female.

Female representation in all quartiles continues in its move towards representing the overall proportion (72%):

- The upper middle 65% female
- The upper quartile 68%
- The lower quartile is 76% female

Average Pay

2017

Females £13.10 Males £14.27 (+£1.17 per hour more)

2018

Females £13.47 Males £14.24 (+77p per hour more)

2019

Females £14.02 Males £14.50 (+48p per hour more)

2020

Females £13.75 Males £15.04 (+£1.29 per hour more)

2021

Females £14.30 Males £14.98 (+68p per hour more)

(National figures from ONS indicate that among full-time employees the gender pay gap in April 2020 was 7.4%, down from 9.0% in April 2019.)

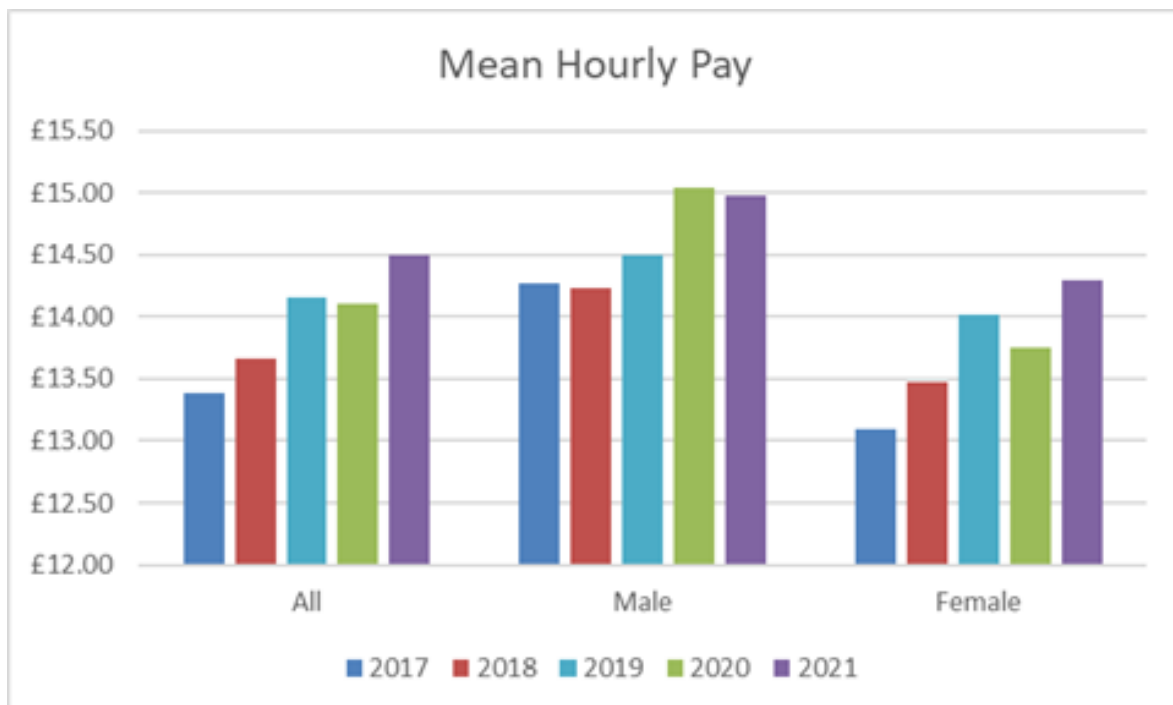
Median for each group (males full time, females full time, males part time and females part time)

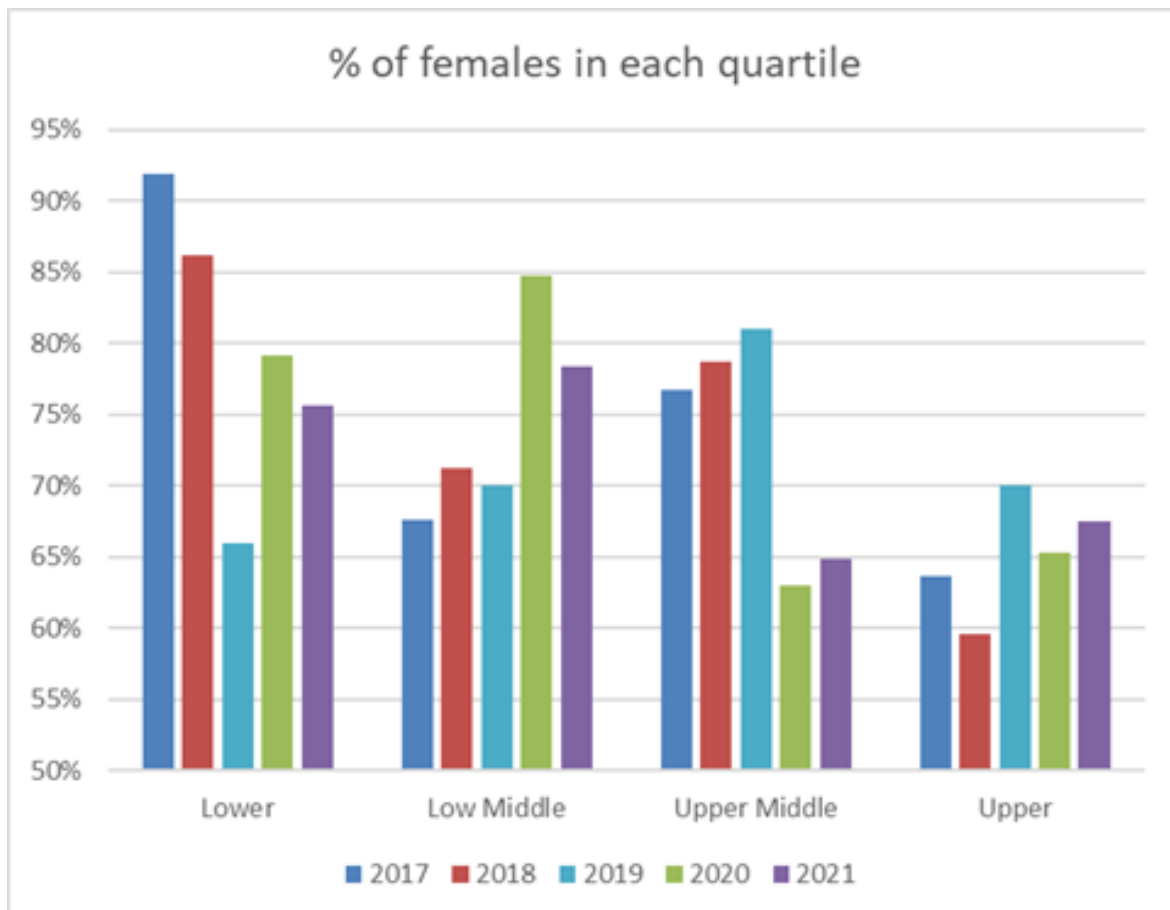
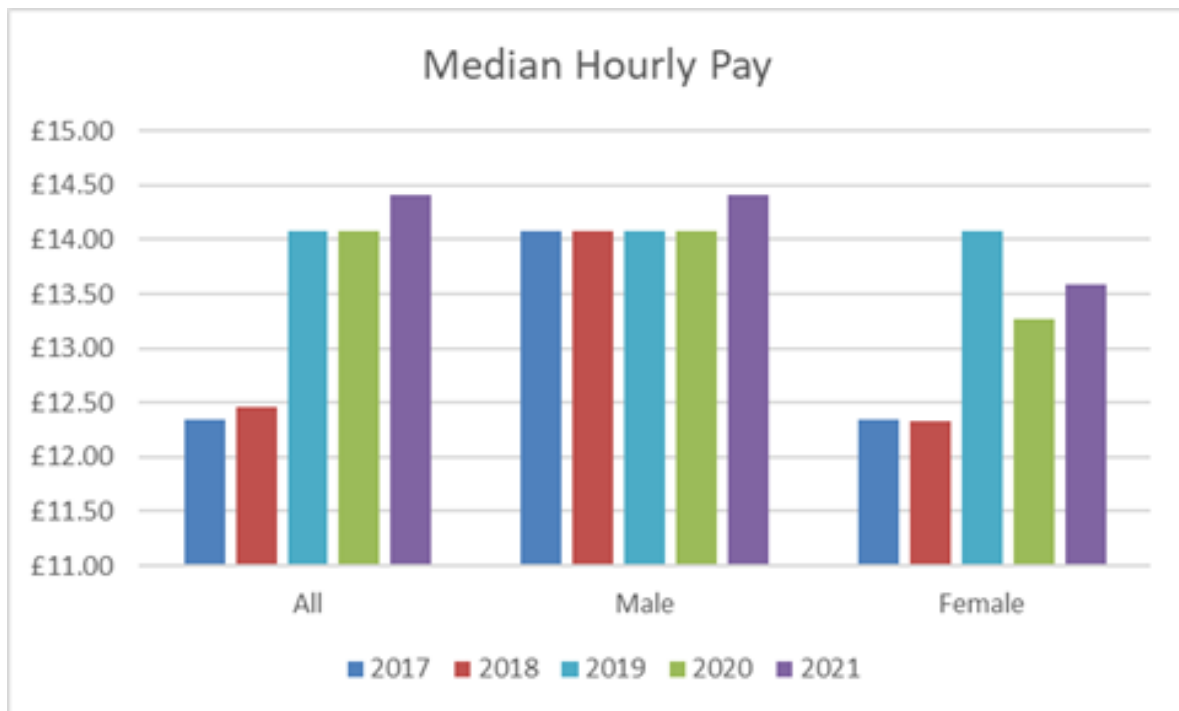
Male = £14.40 (full time and part time) / Female £13.59 full time and £14.40 part time.

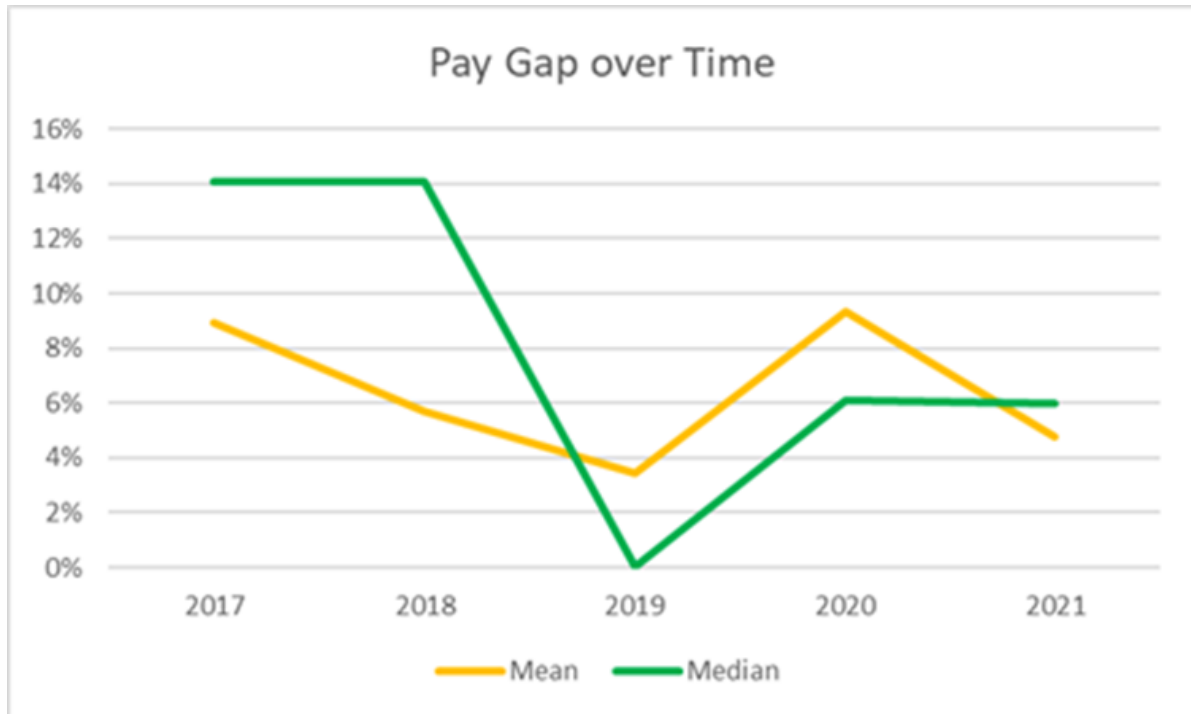
% of females in each quartile

It is noted that in the lower quartile, between 2020 and 2021, there has been a further reduction of females:

- 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
- 2020 females accounted for 79% of the lower quartile
- 2021 females accounted for 76% of the lower quartile







Our Commitment

Moving Forward, our focus will be on continuing to ensure that we

- Review and analyse the data on our people and address any inequalities.
- Maintain a culture of openness and transparency, where people feel they can raise concerns, ideas and suggestions in relation to equality.
- Review progression opportunities that we provide, ensuring that we remove any obstacles to advancement
- Offer flexible working arrangements where men and women are able to achieve greater work-life balance
- Review our recruitment process to ensure it is fair and equitable in the appointment of new staff
- Deliver unconscious bias training to recruiting managers