

Gender pay gap report 2018

Like all organisations with over 250 employees, settle is required to report annually on our gender pay gap. This information must also be published on our website.

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in the workforce. The 2018 gender pay gap is based on a snapshot of data as at 5 April 2018.

Where a pay gap exists, this does not equate to the existence of an equal pay problem. Equal Pay is a more specific legal requirement pertaining to the requirement for men and women to be paid equally for carrying out comparable jobs. Where a gender pay gap exists between men and women, this data can act as for further insight and analysis about why such a gap exists.

This report outlines the 2018 position, how this compares both to the 2017 analysis and a snapshot position in March 2019 following changes to settle’s operational delivery model.

Gender pay gap report

The following table is based on employee pay on 5 April 2018, as well as considering bonus pay between 1 April 2017 and 31 March 2018.

It provides mean and median analysis and compares this to settle’s position in 2017 as well as the average gap from the 2017 gender pay gap exercise nationally.

Reporting criteria	settle result April 2018	settle result April 2017	Average national results 2017
Mean gender pay gap in hourly rate	25.53%	21.18%	17.99%
Median gender pay gap in hourly rate	27.41%	26.37%	-

This analysis is broken down further into the following table which shows payroll by gender at 5 April 2018.

Quartile	Total in each quartile	Male	Female	Male %	Female %
Upper	70	41	29	59	41
Upper Middle	69	29	40	42	58
Lower Middle	67	18	49	27	73
Lower	68	6	62	9	91

This data demonstrates that the gender pay gap at settle remained relatively consistent between 2017 and 2018. Largely, this is due to our work in the care sector where salaries are comparably low and the jobs are disproportionately undertaken by women; a situation which is consistent across the care sector and not unique to settle.

In February 2019, settle made a decision to exit the care market. This led to our flexicare colleagues leaving settle to join a different service provider.

We have subsequently run our gender pay gap analysis as at 1 March 2019 and this is summarised in the table below.

Reporting criteria	settle result 1 March 2019
Mean gender pay gap in hourly rate	15%
Median gender pay gap in hourly rate	13.78%

This provides us with reassurance that our 2018 position is disproportionately affected by our involvement in the care sector and our underlying position is below the national average.

However, this is not to say that we take the existence of any pay gap at all lightly.

At settle we are focussed on creating a colleague experience where everyone can thrive in their roles. Whilst we are already committed to offering flexible working, including job sharing, part-time and home working, we are investing in our IT systems and hardware in 2019/20 to make this a much more efficient and effective experience. We will also implement the findings of our review of 'job families' so that there is evidential equality of pay in similar roles across the business. We are committed to creating a working environment at settle where all colleagues have the best possible career opportunities and we will ensure we keep working to achieve this.