GENDER PAY GAP REPORT

March 2024

WHAT IS THE GENDER PAY GAP?

The 'gender pay gap' is the difference in average earnings between women and men. This is not the same as equal pay where by women and men must receive equal pay for the same, similar or equivalent work.

Compass Community is made up of a number of smaller companies which cover fostering, residential care, education and therepeutic services.

All bar one of our companies are not required to report on the gender pay gap, however we have decided to report on the whole of the Compass Group in a single annual report.

Compass is committed to reviewing and developing its approaches to pay, reward and recognition and is a fundamental element of Engagement and Retention Strategy. We are committed to pay at least the National Living Wage (regardless of if colleagues are under the age of 23) or the appropriate apprentice rate.

Our Job Families approach supports our ethos or providing everyone with the opportunity to develop their careers and to reward our colleagues fairly and consistently regardless of gender, ethnicity or any other discriminatory characteristic. Our approach to annual benchmarking ensures that we continually understand the external market to ensure that salaries and benefits remain competitive.

MEAN & MEDIAN PAY GAP

The mean gender pay gap is 4.6%. This means that on average, women are paid 4.6% less than men across Compass. We aim for this variance to be as small as possible and aim for 0%. This stands in marked contrast to the gender pay gap nationally, which was 7% in the last published data.

The median gender pay gap is 1.4%

BONUS PAYMENTS

46% of females received a bonus in the year, whilst .41% of males received a bonus. The mean pay gap in relation to bonus pay is 57% whilst the median pay gap for bonuses is -22%.

Women received 78% of all bonuses by number and 22% of all bonuses by value in the year.

QUARTERLY PAY BANDS

	Female	Male
Upper hourly pay quartile	76.0%	24.0%
Upper middle hourly pay quartile	76.0%	24.0%
Lower middle hourly pay quartile	78.5%	21.5%
Lower hourly pay quartile	75.7%	24.3%
Total	76.4%	23.6%

WORKFORCE GENDER ANALYSIS

As is the case with the majority of social care organisations, Compass employs a larger proportion of women than men.

Of the total workforce 76.4% are female and 23.6% are male. This is a decrease of 0.2% compared with March 2023.