

# **EAST PARK**

## **Gender Pay Gap Report**

**April 2023**



East Park was established for:

“the advancement of education and the advancement of care by the provision of a range of residential, social, and educational services on a short or long term basis to children and young people with complex additional support needs arising from profound learning disabilities and/or autism spectrum disorder, sensory/motor and physical impairments with associated challenging behaviours.”

## **EAST PARK GENDER PAY GAP REPORT 2023**

East Park has undertaken their Gender Pay Gap Report as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires organisations with 250 or more employees on the snapshot date of 5 April each year to publish details of their gender pay gap. The information to be reported is as follows:

1. The difference in the mean pay of men and women, expressed as a percentage.
2. The difference in the median pay of men and women, expressed as a percentage.
3. The difference in the mean bonus pay of men and women, expressed as a percentage.
4. The difference in median bonus pay of men and women, expressed as a percentage.
5. The proportion of men and women who received bonus pay.
6. The proportion of men and women in each of the four quartile bands (ie dividing the workforce into four equal parts).

The gender pay gap in an organisation is the difference in pay levels between male and female employees, irrespective of the position held. It is expressed as a percentage of men’s earnings. This is different from equal pay – where companies are required by law to ensure that men and women are paid the same for doing the same or similar roles.

The workforce at East Park is predominantly female. Women made up 71% of our staff at the snapshot date of 5 April 2023. This was a decrease on last year’s figure of 75% which demonstrates that there are more males entering our workforce. We are confident that men and women are paid fairly and equally for the same or similar roles, as supported by regular pay grade and benchmarking reviews conducted by our Human Resources department. As an employer, East Park is committed to tackling and eliminating all forms of inequality including gender-based inequality.

The data provided in this report below relates to information at the snapshot date of 5 April 2023. East Park does not pay bonuses and therefore has no figures relating to mean or median bonus pay gaps.

## 1. The difference in the mean (average) pay of men and women

Male	£14.44
Female	£14.03
<b>Gender pay gap</b>	<b>2.86%</b>

At East Park, women earn 97.14p for every £1 that men earn when comparing the **average** hourly pay. Their average hourly pay is 2.86% lower than men's based on data at 5 April 2023.

East Park has a standard pay scale for all employees irrespective of gender, and this is reflected in the fact that the gender pay gap based on the mean pay is extremely low. It only takes one or two higher paid male employees to distort the mean (average) hourly pay rate calculated, which could cause this marginal difference. To illustrate this point, the post of Executive Director was removed from the comparison since this is a single pay category and therefore can only ever be included in one gender group when doing this calculation, currently male. Removing this post from the comparison results in the overall male average reducing to £14.03, the same as the female average.

When figures were produced last year, the pay gap was 3.0%. This shows that the gap remains consistently narrow and reflects our equality on pay grades.

Comparison with last year:

Male	£13.13
Female	£12.74
<b>Gender pay gap</b>	<b>3.00%</b>

## 2. The difference in the median pay of men and women

The median is the middle number in a sorted, ascending or descending list of numbers and can be more reflective of the data than the mean (average).

The hourly rates of pay for both male and female employees was sorted in ascending order and the median calculated. This is shown below for 5 April 2023:

Male	£12.65
Female	£12.65
<b>Gender pay gap</b>	<b>0.00%</b>

Comparison with last year:

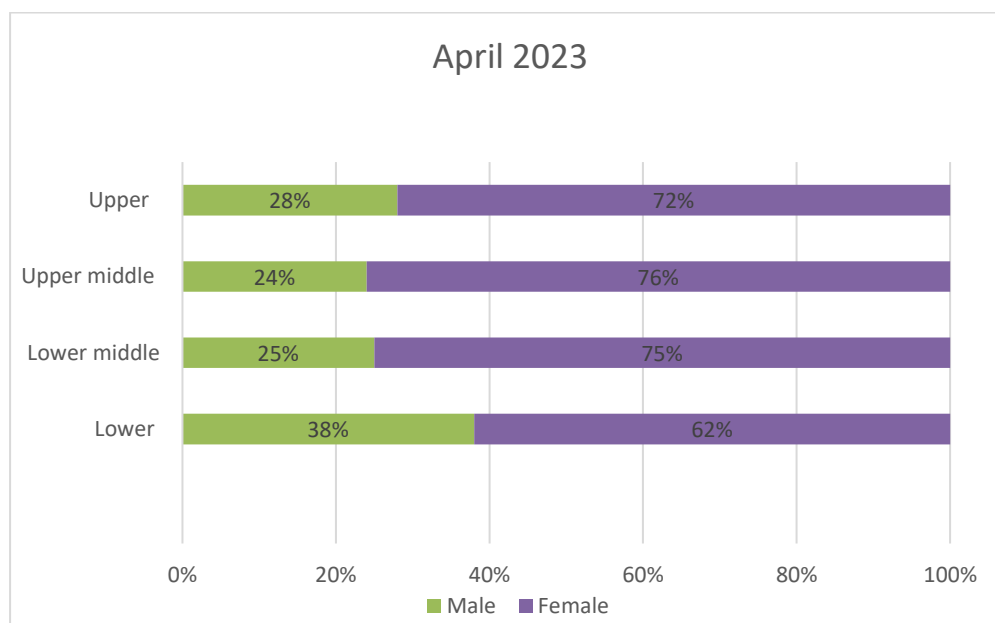
Male £11.50  
 Female £11.50  
**Gender pay gap 0.00%**

In both years shown here, the gender pay gap is 0.00% based on the **median** hourly pay. This reinforces East Park's position on equality of pay irrespective of gender.

**3. Percentage of male and female employees in hourly pay quarters**

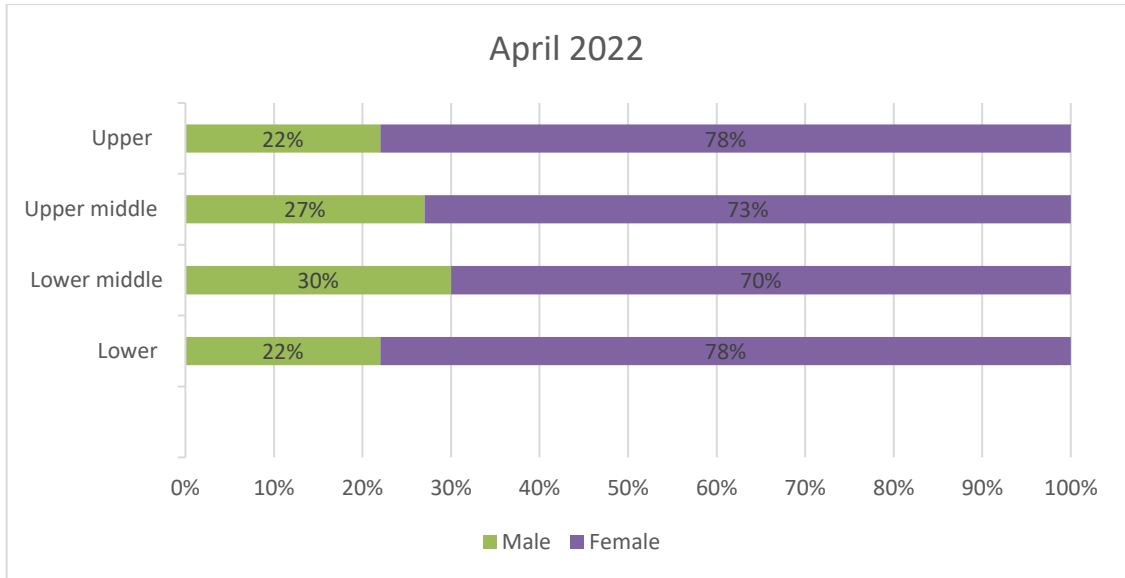
The following table shows the split of employees into quarterly pay groupings.

Quarterly hourly pay group	Male	Female	Total
Lower quartile	38%	62%	100%
Lower middle quartile	25%	75%	100%
Upper middle quartile	24%	76%	100%
Upper quartile	28%	72%	100%



Comparison with last year:

Quarterly hourly pay group	Male	Female	Total
Lower quartile	22%	78%	100%
Lower middle quartile	30%	70%	100%
Upper middle quartile	27%	73%	100%
Upper quartile	22%	78%	100%



We confirm that the information contained in this statement is true and accurate.

Mr G Wells  
Chair of the Board of East Park

Mr K O'Brien  
Executive Director