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## **Gender Pay Report April 2021**

This report sets out the gender pay gap statistics for Green Light PBS Limited in relation to the reporting year of 2020 and the snapshot date of the 5 April 2020.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Green Light PBS Limited is legally required to publish, on an annual basis, specified information relating to their gender pay gap. The following information has been calculated using the standard methodologies as set out in the Equality Act 2010 (gender Pay Gap Information) Regulations 2017.

### **The gender pay gap**

The gender pay gap is the difference between the average pay of men and women irrespective of their role or seniority. The gap is calculated across the entire workforce of an organisation and is expressed as a percentage. The gender pay gap captures any pay differences between women and men on a broader level.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. It concerns individuals or groups of workers performing the same or comparable work.

### **Green Light PBS Limited**

Founded in 2009, we provide specialist care and support to over 40 people with autism, learning disabilities and complex needs from our bespoke homes across Cornwall. We have grown steadily over the last decade and we are now considered a significant employer within Cornwall's Social Care Sector.

### **Our commitment to equality and diversity**

We support the belief that everyone can achieve their full potential and personal career aspirations within Green Light irrespective of gender. Our belief that the people we support are empowered to achieve a lifestyle they are proud of, extends also to our workforce. We fully

support individuals to accomplish this by providing high quality learning and development activity and internal promotional opportunities.

Our fundamental value of diversity, equality and fairness support us to attract and retain talented people from all walks of life. We are committed to creating balance across the organisation and will continually review our gender pay gap to address any inequality.

### **Our approach to pay and reward**

Our established pay and grading systems and rates of pay are applied consistently throughout the organisation irrespective of gender.

### **Gender Pay Gap Analysis**

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average women earn.

#### **Mean gender pay gap**

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 0.94%.

#### **Median gender pay gap**

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 0.68%.

#### **Bonus pay**

We did not pay any bonuses.

#### **Gender bonus gap**

As no bonuses were payable, neither the **Mean gender bonus gap** or the **Median gender bonus gap** are applicable in this circumstance.

#### **Salary pay quartiles**

The following table separates our workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	28	41.8	28	41.8	26	39.4	34	50.7
Female	39	58.2	39	58.2	40	60.6	33	49.3

### **Our commitment to address gender pay disparity**

At the snapshot date, employees included within the definitions of gender pay reporting comprised a total of 116 male employees and 151 female employees. Whilst our workforce

comprises more female than male employees, this is consistent within the social care sector generally both nationally and locally.

We are committed to reducing, and subsequently closing, any identified gender pay disparity and will strive to do this through our vacancy management, learning and development opportunities, promotion, and recruitment campaigns.

We do however understand that a period of time and exploration of several different actions may be needed in order to achieve this aim.

### **Confirmatory statement**

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

A rectangular box containing a handwritten signature in black ink. The signature appears to be 'Sarah Miller' written in a cursive style.

**Operations Director**

[sarah.miller@glpbs.com](mailto:sarah.miller@glpbs.com)

**1st April 2021**

**Contact** - Please direct any queries relating to this gender pay gap report to Sarah Miller, as above.