

Gender Pay Report April 2023

This report sets out the gender pay gap statistics for Green Light PBS Limited in relation to the reporting year of 2022 and the snapshot date of the 5 April 2022.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, at the snapshot date of 5 April 2021, Green Light PBS Limited was legally required to publish, specified information relating to their gender pay gap. At the snapshot date of 5 April 2022, through a short fall in total staffing numbers, Green Light was not legally obliged to report its gender pay gap statistics but has chosen to do so in the spirit of transparency.

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 values 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 0.91%.

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 0.43%.

Bonus pay

We did not pay any bonuses.

Gender bonus gap

As no bonus' 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	23	38.3	30	50	26	43.3	26	43.3
Female	37	61.7	30	50	34	56.7	34	56.7

Our commitment to address gender pay disparity

At the snapshot date, employees included within the definitions of gender pay reporting comprised of a total of 105 male employees and 135 female employees. Whilst our workforce comprised of more female than male employees, this is consistent within the social care sector generally both nationally and locally.

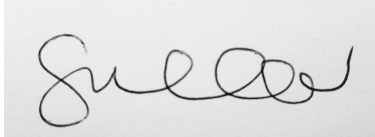
We remain committed to reducing, and subsequently closing, any identified gender pay disparity and will continue to do this through our vacancy management, learning and development opportunities, promotion, and recruitment campaigns.

Whilst this aim is important, the social care sector continues to face significant staffing challenges. To ensure we are able to meet the needs of the people we support, individuals demonstrating shared values and relevant experience/qualification will be recruited above a specific gender unless

a specific gender is necessary to support an individual e.g. female support worker required to support a female person in our care.

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

1st March 2022

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