

VSA GENDER PAY GAP REPORT

Introduction

As a UK employer with more than 250 employees, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require us to calculate our gender pay and gender bonus gaps every year, with the first instance being taken from the “snapshot” date pay rates as at 5th April 2017, and any bonuses paid during pay period ending 5th April 2017.

VSA is an equal opportunities employer, seeking to secure the skills of a talented workforce to deliver against our mission to provide “The Best of Lives”. In support of encouraging the dedication and commitment of our team, we seek to provide security of employment, fair treatment and working practices, in a work environment free of discrimination, harassment and bullying, where everyone is treated with dignity, and where the agency respects the individual’s right to a work-life balance.

What is the gender pay gap?

The gender pay gap is the percentage difference between **average** hourly earnings for men and women. Across the UK, men earned 18.4% more than women in April 2017, according to the **Office for National Statistics** (ONS). The pay gap isn't the same as equal pay. Equal pay - that men and women doing the same job should be paid the same - has been a legal requirement for 47 years.

The following statistics are required in our reporting of the Gender Pay Gap Information and Regulations 2017.

- **The Mean Gender Pay Gap Figures**

By taking into account the full earnings distribution, the mean, **or average**, takes into account the low and high earners in an organisation

- **The Median Gender Pay Gap Figures**

By identifying the wage of the **middle** earner, the median represents the ‘typical’ gender difference.

- **Publish the proportion of men & women in each quartile of the pay structure**

This data will show the spread of Male and Female earners across an organisation, helping to show employers where women's progress might be stalling so they can take action to support their career development.

- **Publish the Gender Pay Gaps in any Bonus Payments**

VSA did not make any bonus payments during the reporting period

VSA Data and Reported Results based on 5 April, 2017

Difference in Pay Between Men and Women

Percentage difference in MEAN pay is -12.94%

Percentage difference in MEDIAN pay is 3%

Bonus Payments

VSA did not make bonus payments during the reporting period.

Salary Quartiles	% Female	% Male
Lower Quartile	80	20
Lower Middle	78	22
Upper Middle	75	25
Upper	83	17

Commentary

Based on the reporting requirements, and based on the average, or mean rate of pay, the gap between men and women is negative (-12.94%). This means that based on the average pay point, Females earn more on average than their Male counterpart. The Median Gap however, is 3%, which means that taking the mid-point, or middle earner, there is a marginal gap of 3% in favour of men.

So what does this mean?

As can be seen in the salary quartile statistics, with an overall average of 78% Female workers to 22% Male, there is a far greater number of Female VSA employees than Male. However, this gender split is broadly, consistently represented across all salary quartiles, showing that the representation of Female to men in each banding is reflective of the overall population. This strongly suggests that progression through salary bandings **does not** unfairly favour either gender.

In relation to the marginal difference between VSA's mean and median pay results (-12.9% and 3%), it is key to recognise the significance of the smaller population of Male workers within the overall VSA employee population (22%). Therefore, the impact of extremes, at either the higher or lower end on the salary scale within this grouping may have a disproportionate impact on the results.

Understandably, the gender bias toward Females in our overall workforce, does, in itself, represent a challenge for VSA. Whilst this demographic is consistent within our sector, nevertheless, we must continue to seek to understand how we might better appeal more broadly, in order that, over time, we have a demographic more in line with the community in which we operate.

VSA operates a broadly fixed remuneration structure, with salaries fixed against post and level of qualification. This ensures that there is no opportunity to discriminate on the basis of gender. It is noteworthy that there are an equal number of both Male and Female members of VSA's senior management team. In addition, within the Middle Management (to include, General Managers, Service Managers, Functional Manager or Head of Services), there is a split of roughly 60:40, Female: Male representation. VSA remains committed to operate fair practices in all of its employment practices, seeking to attract and develop and retain a committed and talented team, and to reward them fairly, regardless of gender.