



MacIntyre

Providing support...your way



GENDER PAY GAP REPORT

October 2023

Gender Pay Gap Report



MacIntyre is a national charity that employs over 1800 employees who support people with learning disabilities and/or autism. As we employ more than 250 staff, we report our gender pay gap data every year using the snapshot date of 5 April.



The gender pay gap is a measure of the difference between the average earnings between men and women in an organisation. This is different from equal pay where organisations are required to ensure that men and women are paid the same for doing the same work or work of equal value.

MacIntyre's overall workforce, in common with the social care sector, continues to be mainly female with 74.6% of staff being female. We remain confident in MacIntyre that men and women are paid equally for the same work or work of equal value.

The data below is relevant as of 05 April 2023.

Mean and Median

	Mean	Median
Female	£11.88	£10.75
Male	£11.43	£10.75
	- 3.94%	0%

Pay quartile analysis

Pay quartile analysis:	Female	Male
Q1. Lower Quartile	74.40%	25.60%
Q2. Lower Middle Quartile	73.91%	26.09%
Q3. Upper Middle Quartile	72.67%	27.33%
Q4. Top Quartile	77.56%	22.44%

Our Position

We are proud of the fact that we have a very good representation of female employees within our senior and middle management posts. This year, there is a slight decrease in female representation within our Director and Senior Management section which reflects the data for the senior team capturing roles at Head of Department/Lead level and above. All other management roles below this level are now captured within the Management section.

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	Female	Male
Trustees	50%	50%
CEO	100%	0%
Director & Senior Management	75%	25%
Management	83%	17%

We support flexible working with 59% of our employees working part time hours. We also offer a wide range of family friendly leave policies.

	All Employees	Females	Males
Full Time Contracts	41%	29.50%	11.76%
Part Time Contracts	59%	45.13%	13.61%

Bonus

MacIntyre does not participate in pay performance related bonuses.

Supporting Inclusion, Diversity, Equity and Accessibility

MacIntyre is committed to positively promoting equity of opportunity, eliminating discrimination and encouraging diversity amongst the workforce. We are proud to have our own Diversity Advisory Group who continue to champion Equity, Diversity and Inclusion across the organisation for staff. This group helps us to recognise Inclusion, Diversity, Equity and Accessibility (IDEA), addressing any inequalities ensuring we are offering fair opportunities and accessibility across the organisation.

Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected, brings their whole self to work and is able to achieve great outcomes.

Conclusion

Our mean gender pay gap (-3.94%) reflects the under representation of males in all divisions within the organisation and our predominantly female workforce (74.6%). MacIntyre endeavors to pay all our staff above the National Living Wage rate and operates a Job Evaluation Guardianship Scheme to review all roles in relation to the job description and pay. We are also pleased to report that we look to accommodate staff wherever possible which includes 59% of staff working part-time, including working term-time only.

Safi Ford

HR Advisor
MacIntyre