



MacIntyre

Providing support...your way



GENDER PAY GAP REPORT 2023-2024

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.



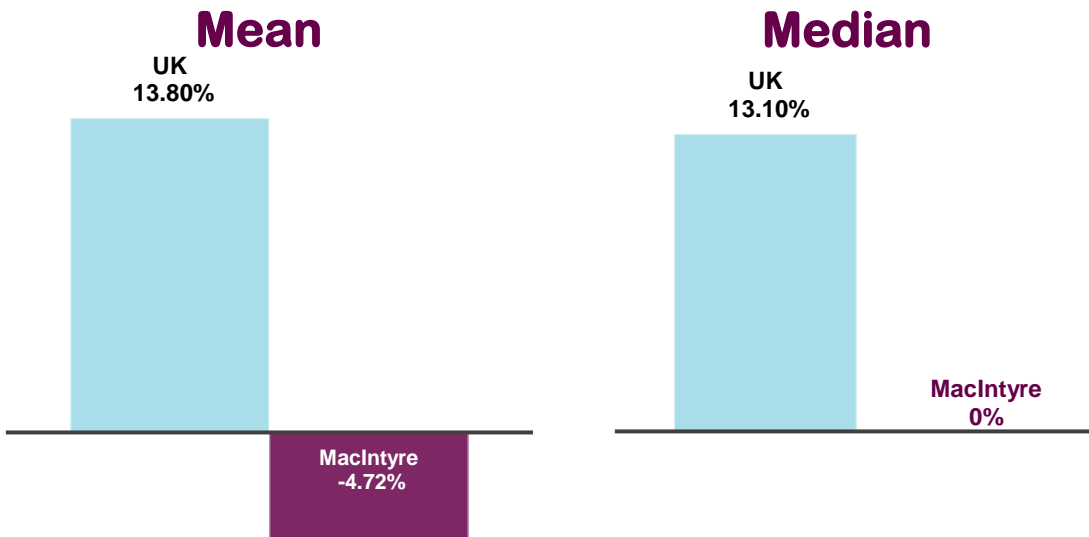
The gender pay gap is a measure of the difference between the average earnings between men and women in an organisation. This is different from equal pay where organisations are required to ensure that men and women are paid the same for doing the same work or work of equal value.

MacIntyre's overall workforce, in common with the social care sector, continues to be mainly female with 72% of staff being female (74% in 2023). 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 5 April 2024.

Mean and Median

	Mean	Median
Female	£12.89	£11.50
Male	£12.28	£11.50
Pay Gap %	-4.72%	0.00%



The mean pay gap is the difference between the mathematical average hourly pay for women compared to men, within MacIntyre. The mean can be affected, for example if there are fewer individuals earning more in the upper pay ranges. This is why we look at both averages, the mean and the median. The above figures show that there is a negative pay mean hourly pay rate gap. This means that the mean average rate of pay for women is 4.72% higher than it is for men. This reflects the higher number of women compared to men in senior and higher paid roles.

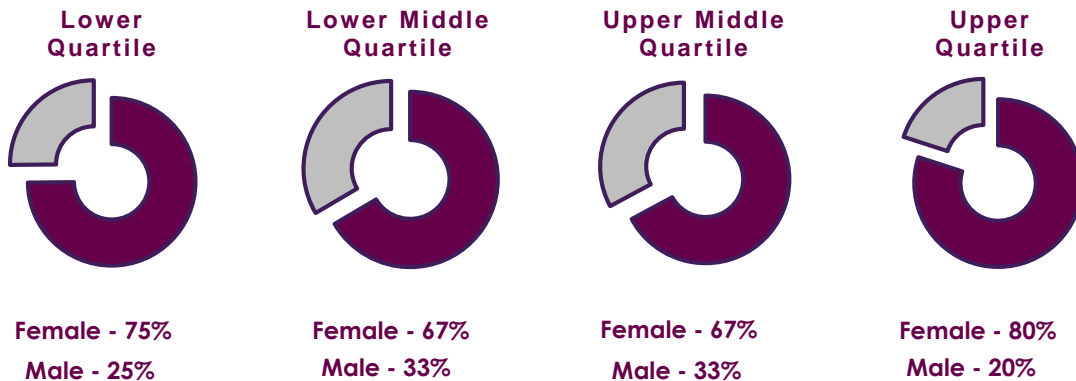
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The median pay gap gives the average as the middle pay point of all our employees. If you put all the hourly rates of every man and woman employed in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man. The above figures show that there is no median hourly pay rate gap. This means that the median hourly pay rate for men and women is the same.

Pay quartile analysis

Pay quartile analysis:	Female	Male
Q1. Lower Quartile	74.84%	25.16%
Q2. Lower Middle Quartile	66.53%	33.47%
Q3. Upper Middle Quartile	67.15%	32.85%
Q4. Top Quartile	80.00%	20.00%



The pay quartiles show the distribution of gender by hourly earnings. Hourly earnings in the table above are grouped into one of four quartiles. The Lower Quartile shows the 0–25% of colleagues on the lowest hourly earnings, the Lower Middle Quartile 25–50% of colleagues, the Upper Middle Quartile 50–75% of colleagues and the Upper Quartile shows the 75-100% of colleagues who are paid the highest hourly earnings.

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. Females occupy 80% of the highest paid jobs showing a slight increase 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 captured within the *Management* section.

Gender Pay Gap Report



	Female	Male
Trustees	50%	50%
CEO	100%	0%
Director & Senior Management	86%	14%
Management	82%	18%

We look to accommodate flexibility for our staff wherever possible, which includes 55% of staff working part-time, including working term-time only. We also have a range of family friendly leave options.

	All Employees	Females	Males
Full Time Contracts	45%	30.94%	13.72%
Part Time Contracts	55%	41.20%	14.14%

Bonus

MacIntyre does not participate in pay performance related bonuses.

Supporting Inclusion, Diversity, Equity and Accessibility

MacIntyre is committed to positively promoting equal opportunity, and will continue its work in developing a diverse and inclusive workforce with the support of our Diversity Advisory Group (DAG). The DAG continue to champion Equity, Diversity and Inclusion across the MacIntyre, helping us to recognise Inclusion, Diversity, Equity and Accessibility (IDEA) and address any inequalities to ensure fairness for all.

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. We will continue to interrogate our data and look at how we can improve the self-declaration of personal information to help us to address any issues of under-representation

Conclusion

Our mean gender pay gap (-4.72%) reflects the under representation of males in all divisions within the organisation and our predominantly female workforce (72%) which is common within the social care sector. MacIntyre endeavors to pay all our staff above the National Living Wage rate. Our job evaluation system enables us to review all roles in relation to the job description and pay.

Gemma Scott

HR Advisor - MacIntyre

10 January 2025