

Diversity, inclusivity & gender pay gap report 2021

SeeAbility champions inclusivity and diversity throughout its work and in our workforce. It enables us to provide exceptional support.

As you may know, all UK organisations with over 250 employees are required to publish details of their gender pay and bonus gaps: the proportions of men and women in each pay quartile and the percentage of men and women receiving a bonus.

In SeeAbility, we have a small gender pay gap of 1%, which sets us significantly apart from most UK organisations – the average gap is 15% and in the care sector 6%. While this is tremendously positive, we believe that diversity and inclusivity underpin everything we do, so we want to ensure that we focus on continually improving equality of opportunity for every employee.

We have made great progress in our approach to diversity and we want to ensure that this continues. This means we will continue to monitor and set clear goals for diversity and embrace the views and creativity of our workforce, people we support, and their families to ensure inclusivity is part of everything we do as an organisation.

Lisa Hopkins
CEO

What is the gender pay gap?

Equal pay means that men and women performing equal work should receive equal pay.

Gender pay gap is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage.

- It is reported as a mean average and a median average (mid-point) figure.
- A Gender Pay Gap exists in most organisations – the national average at October 2018 (ONS) was 17.9%.

Median & mean explained

Lowest paid	Median (mid point)	Highest paid
$\frac{\text{Sum of male hourly rates}}{\text{Total no. male employees}}$	Mean (average)	$\frac{\text{Sum of female hourly rates}}{\text{Total no. female employees}}$

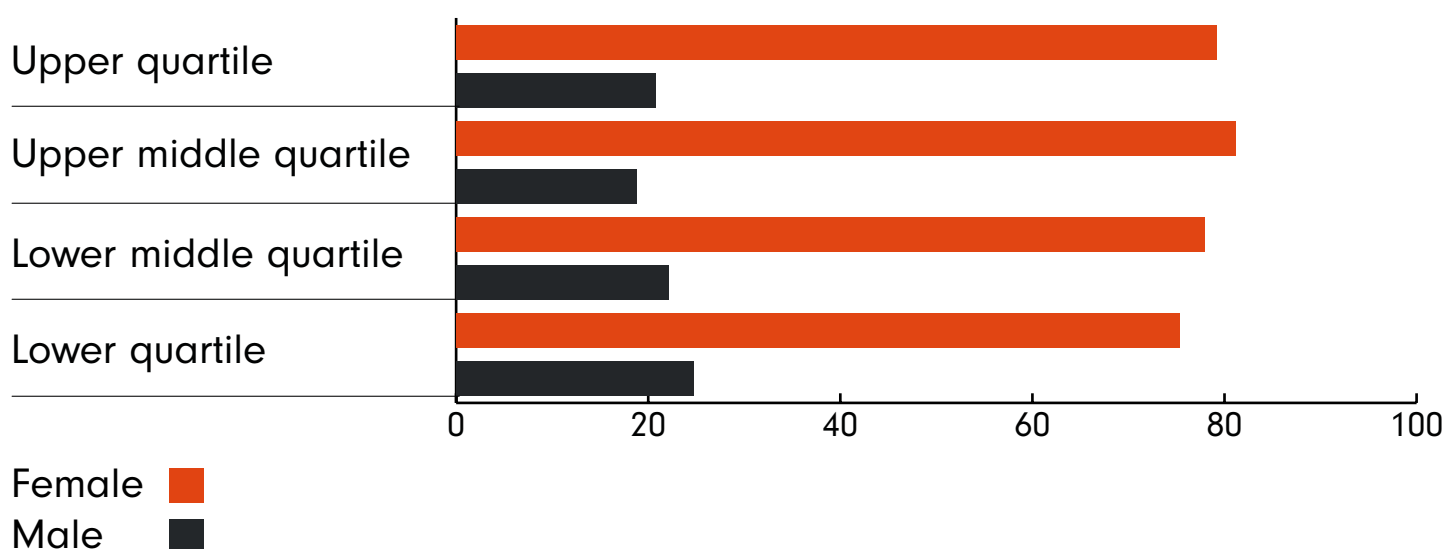
What are some of the reasons for a gender pay gap?

- Women are often under-represented in senior roles where pay is higher.
- Women are more likely to take time out of their careers to start a family or have carer responsibilities.
- Some sectors, including social care, have a higher proportion of part-time roles resulting in a higher proportion of women in entry level roles.
- Educational choices leading to fewer women in higher paid specialist roles such as finance, IT, etc.

SeeAbility 5th April 2021 figures

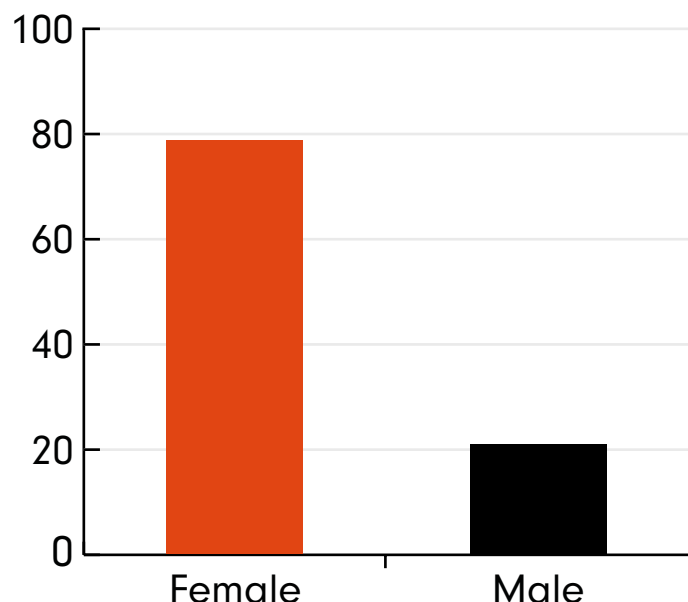
	SeeAbility 2019	SeeAbility 2021	Social care sector	All UK
Mean pay gap	5.18%	1.3%	6.3%	15.5%
Median pay gap	1.09%	-3.2%	(ONS care category 2020)	(ONS 2020)
Mean bonus gap	0	0		
Median bonus gap	0	0		

Pay quartiles – proportion of male and females in each pay quartile		
Quartile	Female	Male
Upper quartile	79.2%	20.8%
Upper middle quartile	81.2%	18.8%
Lower middle quartile	77.9%	22.1%
Lower quartile	75.3%	24.7%

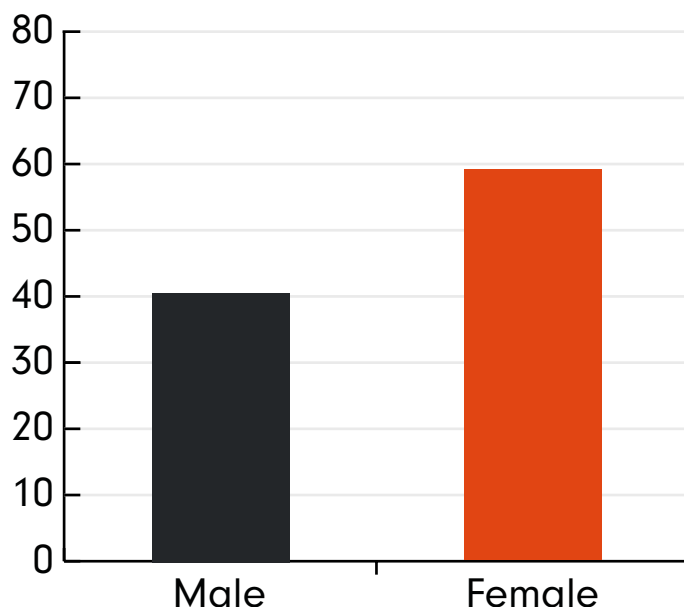


Understanding the gender pay gap

Total employees % M/F



Senior posts gender split



Reasons for the gender pay gap at SeeAbility

SeeAbility has a predominately female permanent workforce, which is also reflected at senior manager level with a 59/41%, female/male split.

Our mean pay gap is 1.3% an improvement of 4% on 2019 and significantly less than the national average of 15% and lower than the overall care sector average of 6.3%.

Our median pay gap has entered the positive at -3.2% meaning women in the organisation are paid £1.03p to every pound a male is paid. This is due to the proportion of similar roles on standardised pay rates and our senior team being 60% female.

This is testament to the work SeeAbility has done to improve equality and inclusions in all areas and we will strive to continue to break down barriers society places in the way, be it in gender, race, disability or socio-economic group.

Our progress

- Created several inclusion groups with the organisation to ensure all our workforce feel they belong and to ensure we are fully inclusive.
- Active staff forum of 25 employees across the organisation who meet with the CEO every quarter to help make company decisions and help the senior leadership team understand the concerns of teams across the organisation.
- Pay benchmarked salaries to ensure we are paying correctly against job roles. SeeAbility pay to benchmark where affordable and do not operate performance related pay.
- Reviewing the reward and recognition package.
- Completed 3rd year of employee engagement survey and action planning.
- Identified training gaps for leaders and employees with a leadership academy which began in 2019.
- Focussing on new recruitment pipelines to increase diversity including apprenticeships, mid-life career changes and supporting people with disabilities into work.
- SeeAbility have implemented wellbeing coaches to support all employees in times of need or crisis.

What more we have planned

- Continuing to develop our leadership and career development opportunities for all employees to help them progress their careers.
- Reviewing training materials to ensure they fit all learning styles.
- Continuing to broaden our monitoring and reporting of diversity within SeeAbility and take action to close any gaps.
- Continue to build on our diversity strategy to ensure everyone feels welcome and they belong at SeeAbility.

I confirm that the information contained within this report is accurate.



Liz Elwell, Head of People