

# Gender and Ethnicity Pay Gaps Report 2021

## Introduction

In this report, we publish both our gender and ethnicity pay gaps based on data from a snapshot taken on 5 April 2021.

## What are the gender and ethnicity pay gaps?

The gender and ethnicity pay gaps are a way of measuring the difference in average pay for men and women, and for people of different ethnicities, within an organisation. Generally speaking, pay gaps reflect the distribution of people from different groups employed in more and less senior roles. The gender and ethnicity pay gaps are different from equal pay, which is when men and women doing the same job must be paid the same.

There are four elements to the gender and ethnicity pay gap; the mean, median, and bonus pay gaps, and the distribution of staff across pay quartiles. These four measures, and Notting Hill Genesis' results for each one, are explained in this report.

## How are the gender and ethnicity pay gaps calculated?

Our gender pay gap was calculated using the methods set out in the gender pay gap reporting legislation. Further detail on the individual elements is included later in this report.

Unlike the gender pay gap, there is no legal requirement for companies to publish their ethnicity pay gap. A recent report by the Commission on Race and Ethnic Disparities recommends that publishing ethnicity pay gaps continue to be voluntary for employers. It has also asked for guidance for employers on how to do this.

At Notting Hill Genesis, we are committed to the publication of our ethnicity pay gap. This commitment is set out in our corporate strategy, our Equality, Diversity and Inclusion (ED&I) action plan, our G15 diversity pledge and our CBI Change the Race Ratio pledge.

For consistency, comparison and ease of understanding, we have followed the same methodology as that of our gender pay gap reporting.

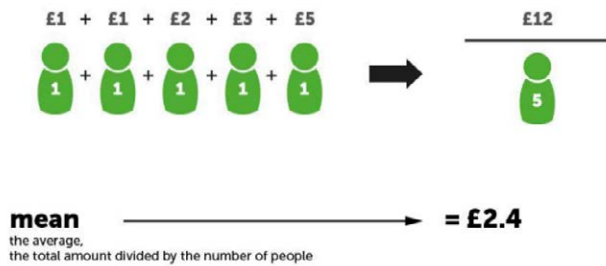
We have chosen to compare two groups of staff: White British and Irish, and all other single and mixed ethnic groups, which we refer to here as Black, Asian and Minority Ethnic (BAME). This is in recognition of the fact that people from white ethnic minority groups, such as Eastern Europeans, do not, on average, have the same advantages and access to opportunities as White British and Irish people. This again means that our approach to measuring our ethnicity pay gap may need to change if government guidance is introduced.

Our ethnicity pay gap calculation does not include data from six per cent of our staff, as they selected "prefer not to say".

## Mean

The mean gender pay gap is calculated by adding together all men's salaries and dividing by the number of men in the organisation, then adding together all the women's salaries and dividing by the number of women. The mean gender pay gap is the difference between these two numbers.

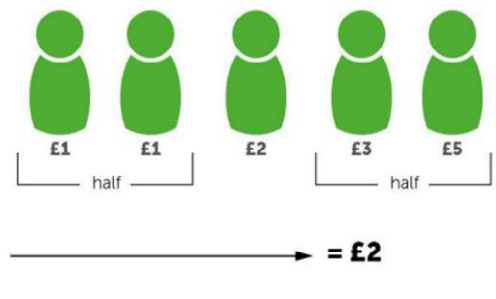
The mean ethnicity pay gap is calculated by adding together all White British and Irish staff's salaries and dividing by the number of White British and Irish people in the organisation, then adding together all the BAME staff's salaries and dividing by the number of BAME people. The mean ethnicity pay gap is the difference between these two numbers.



## Median

The median gender pay gap is calculated by listing all the men's salaries by size and selecting the middle salary, then listing all the women's salaries by size and selecting the middle salary. The median gender pay gap is the difference between these two figures.

The median ethnicity pay gap is calculated by listing all the White British and Irish staff's salaries by size and selecting the middle salary, then listing all the BAME staff's salaries by size and selecting the middle salary. The median ethnicity pay gap is the difference between these two figures.



## Notting Hill Genesis's gender pay gap

The mean gender pay gap at Notting Hill Genesis is 23 per cent. This is a slight increase on our 2020 gender pay gap, which was 22.6 per cent.

When looking at the organisation excluding care and support, our mean gender pay gap is significantly lower, at 9.7 per cent (last year this was 8.3 per cent), and the gap within care and support is 13.4 per cent (the 2020 figure was 12.3).

The median gender pay gap at Notting Hill Genesis is 19.4 per cent. Again, this is a slight increase on the 2020 gender pay gap which was 16.5 per cent.

When looking at the organisation excluding care and support, our median gender pay gap is significantly lower, at six per cent (the 2020 figure was four per cent), and within care and support there is also a significantly lower gap of 3.5 per cent (the 2020 figure was 11.6 per cent). This demonstrates that, over the last year there has been a significant increase in female members of staff occupying jobs in the upper middle and upper quartile within our care and support directorate.

## Notting Hill Genesis's ethnicity pay gap

The mean ethnicity pay gap at Notting Hill Genesis is 26.8 per cent.

When looking at the organisation excluding care and support, our mean ethnicity pay gap is more than 10 per cent lower (at 16.5 per cent), and the gap within care and support is 19.8 per cent.

The median ethnicity pay gap at Notting Hill Genesis is 20.8 per cent.

When looking at the organisation excluding care and support, our median ethnicity pay gap is 9.9 per cent. Within care and support, there is a gap of 15.7 per cent.

## Bonus gender and ethnicity pay gaps

Notting Hill Genesis uses a flat rate bonus. This is paid to all qualifying staff on a pro-rata basis, and is linked to their hours and length of time in post over the previous year.

Our mean and median gender and ethnicity pay gaps reflect the nature of the small number of bonuses paid. Certain staff within our care and support business are entitled to a bonus, linked to attendance, of £125. The majority of staff who received this bonus were female and BAME. A small number of staff in other roles across the organisation, for example in Sales, also received a performance-related bonus in the reporting period.

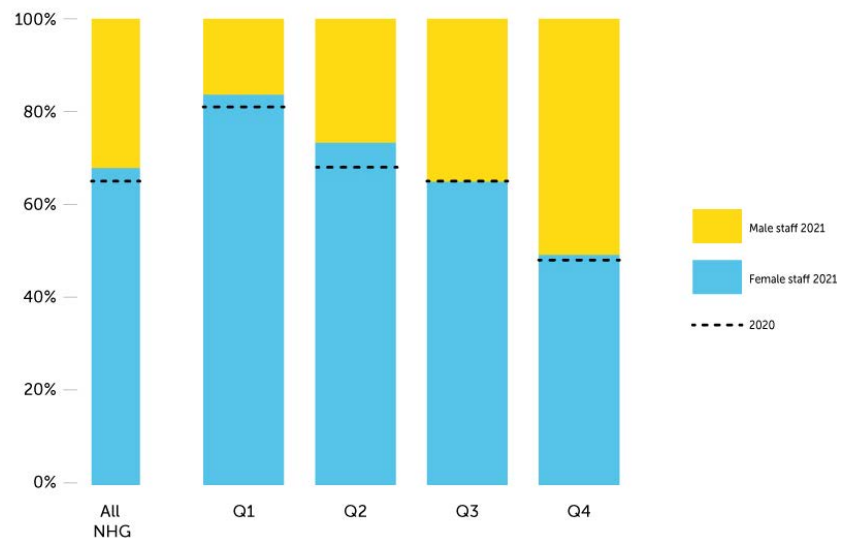
Our mean gender bonus pay gap is 3.1 per cent. This is significantly lower than our 2020 gender bonus pay gap of 18.2 per cent. Our mean ethnicity bonus pay gap is -20 per cent. The negative gap means more BAME members of staff received a bonus compared to our White British and Irish staff, or that the bonus they received was higher than our White British and Irish staff.

Our median gender and ethnicity bonus pay gaps are both zero. It is important to remember that our bonus pay gaps relate to the very small number of staff who received a bonus in the reporting period.

## Representation across quartiles

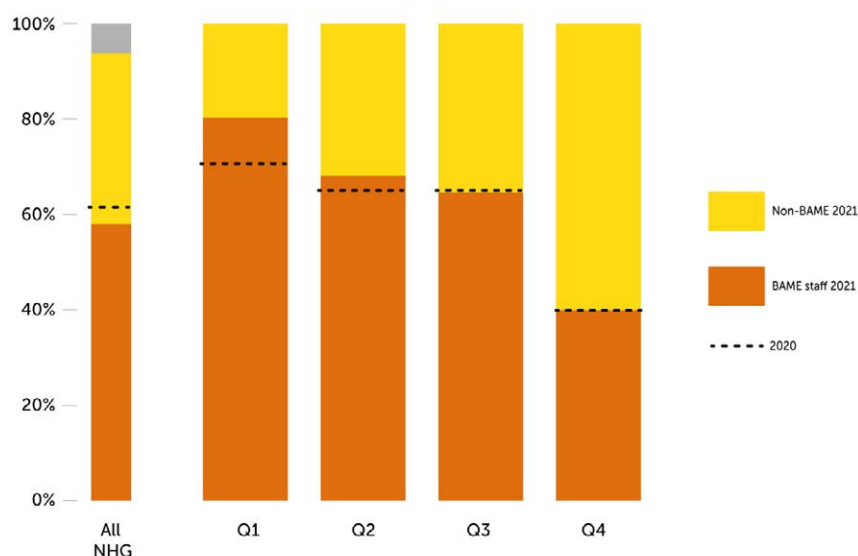
To calculate representation of gender across quartiles, we list all the men's and women's salaries by size and then divide them into four equal groups, from the lowest paid quartile to the highest paid quartile. We then look at the proportion of men and women in each quartile.

Notting Hill Genesis's workforce is 68 per cent female and 32 per cent male, and is split into the following quartiles:



To calculate representation of ethnicity across quartiles, we list all the BAME salaries, and all the White British and Irish salaries, by size. These are then divided into four equal groups, from the lowest paid quartile to the highest paid quartile. We then look at the proportion of BAME staff and White British and Irish staff in each quartile.

Notting Hill Genesis's workforce is 57 per cent BAME and 28 per cent White British and Irish, and is split into the following quartiles:



## Addressing our gender and ethnicity pay gaps

The results from our 2021 pay gap are two-fold, and we are on the start of our journey of ensuring our organisation is representative throughout.

When excluding our care and support and extra care services, the Notting Hill Genesis median/mean is much lower, and the gap is narrower. However, as always we ensure that care and support and extra care are included to provide an oversight of the entire organisation.

It is worth noting that Notting Hill Genesis is contracted by local authorities to deliver care and support and extra care services. These contracts set out what we can pay to staff, which is generally in line with London Living Wage/Living wage rates.

Our care and support department is the biggest driver behind the results in our gender and ethnicity pay gaps, and reflects an increase in recruitment within this department mainly due to the demands of Covid-19. Our care workers are mainly female and from a BAME background, which is consistent with the make up of working carers within our society, and also reflects the general preference among customers

for female carers. This is highlighted within our analysis, which showed we have an over-representation of women in the lower quartile of which our care and support staff make up the majority, and which saw an increase of 23 per cent.

This being said, we also saw an increase in female representation in the upper quartile for care and support. This is partly due to our development and mentoring programmes within care and support. Alongside this, we will be working with senior management in care and support and other departments to try to attract carers from other backgrounds and genders to ensure we continue to broach this gap.

When breaking down gender into deciles, we found improvement in our upper quartile. Representation for women increased by five per cent, reflected in our increase of women at executive and director level. To ensure we continue improving this, especially within the top deciles, we have recently rolled out our women's development programme to encourage more women to take up senior posts and ensure they are well equipped to take on these roles.

We have made positive strides in addressing inequalities, such as reducing the barriers to progression for mixed heritage staff. We have seen increases in our three most senior role groups, and improved BAME representation across the top three ventiles. The highest increase has been from our top ventile, where BAME representation has increased by eight per cent.

Although we have a high-level understanding of the drivers of our pay gaps, designing appropriate actions to address these requires us to have more detailed, accurate and up-to-date data. To achieve this, we will be carrying out investigations to understand where we need to focus our attention, and will share these results with the wider staff group. These discussions will inform our ED&I action plan for 2022/23.

Our pay gaps data will also be included in our second Annual Equality, Diversity and Inclusion Report. This is due to be published in June/July 2022 and will include the further actions we plan to take to help reduce gaps. We look forward to reporting on our progress.



Vipul Thacker  
Group director of central services  
31 March 2022