



**APRIL 2024**

# Gender Pay Gap Report

The UK's only not-for-profit umbrella company.



## Summary

In 2017, the government introduced legislation making it a statutory requirement for all organisations with 250 staff or more to report their gender pay gap each year.

This snapshot was taken from payroll data on 5 April 2024 and is based on a total workforce of 236.

SWES report tells a different story to the UK average, with median pay for women being only marginally lower than that of men with a median pay gap of 2.36%.

When we take the average pay of our workforce and divide it evenly our mean gender pay gap was just 0.95%. These marginal differences may be explained by a higher proportion of women than men working part-time hours.

However, our Gender Pay Gap report demonstrates our ambition to be a fair and competitive employer, paying everyone equally for the work that they do.

We will continue to grow and develop our offer for all social workers, ensuring members have access to a trusted and competitively priced, social work umbrella company should they need it.

Kate O'Regan

Senior Executive Director of Professional Services & Organisational Development.

British Association of Social Workers





## Our Gender Pay Gap 2024

### Median

Our median Gender Pay Gap is **2.36%**

The UK median Gender Pay Gap is 13.1%

The median gender pay gap compares the 'middle' pay for men and women if all pay awards were ranked lowest to highest. SWES's score of 2.36% means that men are earning marginally more than women in our organisation.

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### Mean

Our mean Gender Pay Gap is **0.95%**

The UK mean Gender Pay Gap is 13.2%

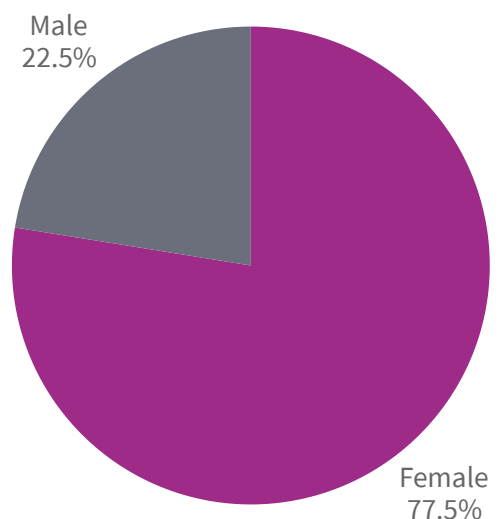
Across our business the mean is higher for men in all pay quartiles but only very fractionally.

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### Workforce make-up

The total number of staff included in this snapshot is 255.

The overall gender split in the workforce was 183 female and 53 male.





## Pay Quartiles

Further workforce analysis involves dividing employees into four equal sized groups based on their pay - called quartiles, showing the proportion of male and female in each. Quartile one being the lowest earning and quartile four being the highest earning.

In all four quartiles there are more women than men, which is representative of our overall workforce make-up.

### Lower Quartile



### Second Quartile



### Third Quartile



### Upper Quartile





In each quartile the mean is generally higher for men albeit only fractionally. The difference in the overall split of the workforce causes an overall discrepancy using the median figures. The mean for the overall workforce reflects a more realistic gender pay gap of 2.36% where on average women earn £0.98 for every £1 that men earn.



CONTACT US

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The UK's only not-for-profit umbrella company exclusively for social workers.

[www.socialworkemploymentservices.co.uk](http://www.socialworkemploymentservices.co.uk)