



Gender Pay Gap Report

April 18 (for period of April 2016-March 2017)

Support for Ordinary Living (SOL) is a non-profit organisation. We work for people with a variety of different support needs and disabilities to choose and create a life for themselves within their own homes and communities.

The people we work for drive everything we do. We strive to assist people to live independent lives and enrich the community they belong to by supporting them to realise the things that matter to them.

Our vision is for each person to be valued equally, listened to and included in society. We want each individual to reach their potential and achieve the life they chose.

The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017 requires employers with 250 or more staff to publish information in relation to the differences in male and female employees pay levels.

Although Support for Ordinary Living (SOL) has no legal obligation to publish this information, as we had less than 250 relevant employees at the reporting date, in the interest of transparency we have done so.

Gender Pay Gap reporting involves six calculations, three related to hourly pay and three related to bonus payments. Only three calculations apply to SOL, as we do not operate a bonus structure.

The three calculations are-

- The mean figure – the difference between the average men's and women's pay
- The median figure – the difference between the midpoints in the ranges of men and women's pay.
- The percentage of men and in women in each quartile – hourly rates arranged from high to low then split into quarters.

The data listed below is a snapshot of the organisation on 5th April 2017.

Split of our workforce



Males – 31%





Females – 69%

Our gender pay gap is

	Mean	Median
Pay Gap	0.2%	0%

Our proportion of males/female in each quartile pay group is:

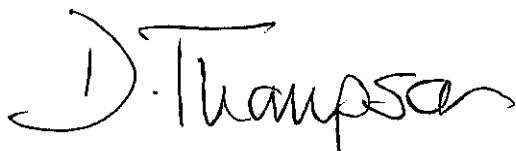
Quartile		
Lower Quartile	29%	71%
Lower Middle Quartile	33%	67%
Upper Middle Quartile	36%	64%
Upper Quartile	26%	74%

Comments

- Our gender pay gap is minimal and significantly lower than the UK average of 18.1%*.
- We do not vary our job roles pay rates dependent on gender.
- Approximately two thirds of our workforce are female which accounts for the bigger difference in male and female in the quartile report.

Actions

- We will continue pay staff fairly and equally regardless of gender.
- Promotion opportunities and recruitment will continue to be equally open to men and women unless it is detrimental to the service where by the Equality Act 2010, Schedule 3, Part 7 will apply.



Donna Thompson

Chief Executive

*ONS, Annual Survey of Hours and Earnings (ASHE) figures, October 2016.