

## 2017 GENDER PAY GAP REPORT

### Introduction

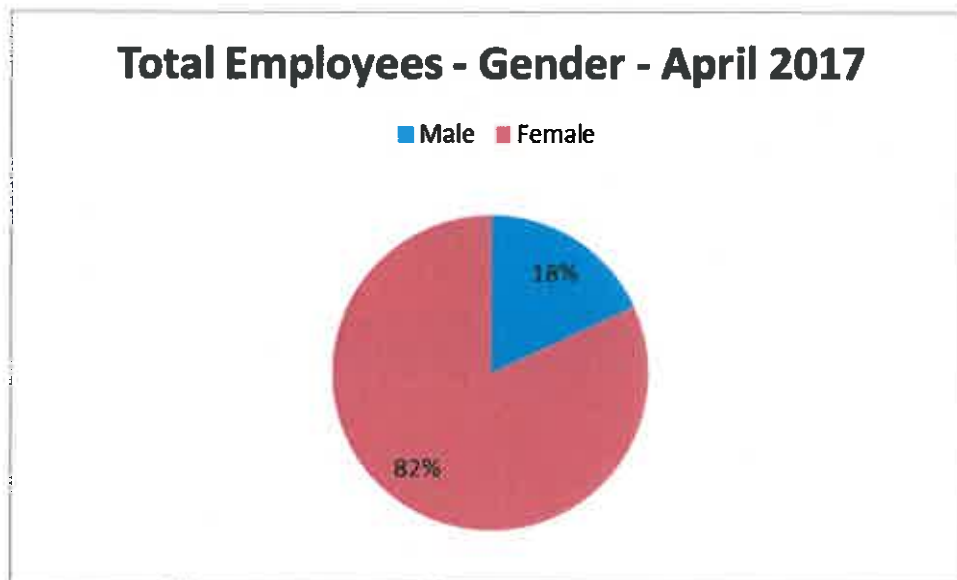
Our Vision is of a society where all people can live with dignity, lead fulfilled lives and realise their full potential. Our Mission is to improve the quality of life by delivering effective, responsive services that meet people's needs and aspirations.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an employer with 250+ employees, we are required by law to carry out Gender Pay Reporting.

At Local Solutions we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities. The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. It is different to Equal Pay, and we are confident that men and women are paid equally for doing equivalent jobs across our business.

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5<sup>th</sup> April 2017, and bonus paid in the year to 5<sup>th</sup> April 2017.

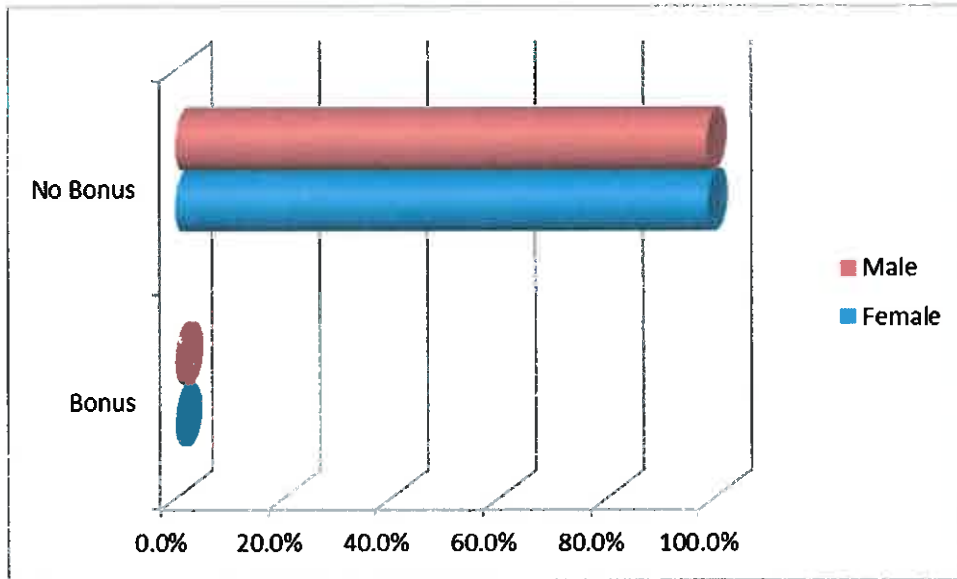
Local Solutions' workforce consists of considerably more females than males. The predominance of females has a significant impact on the overall gender pay gap.



### Pay and Bonus Gap

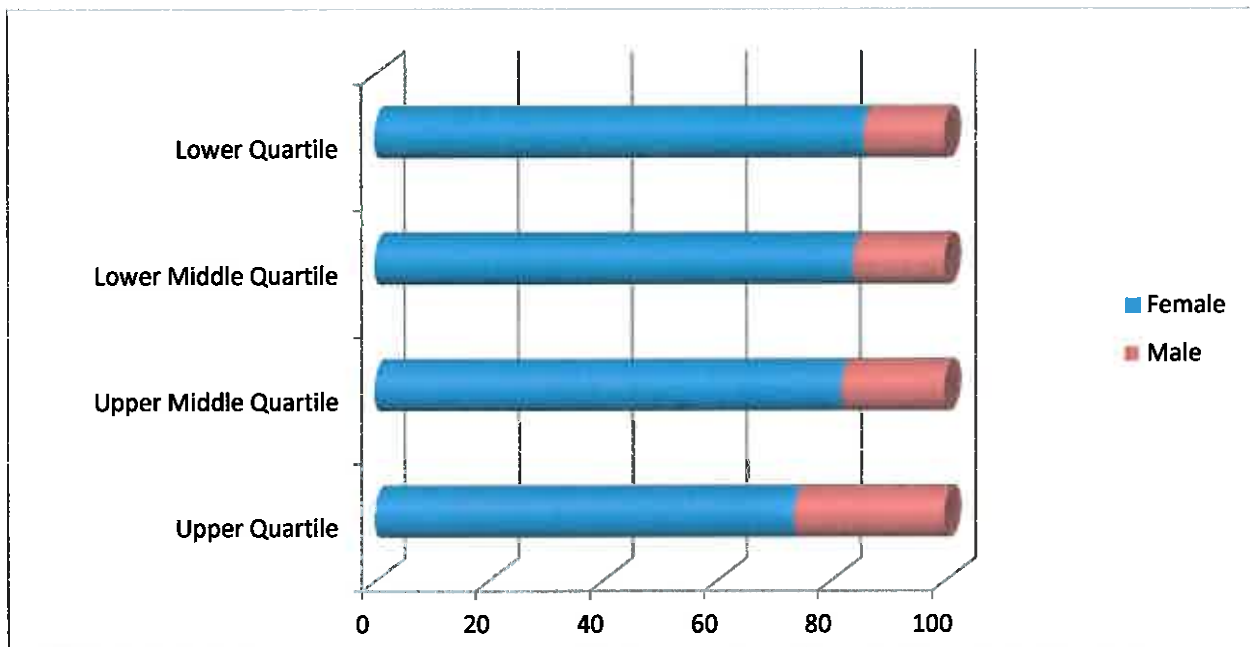
Pay and Bonus Gap		
	Mean	Median
Gender Pay Gap	10.89%	1.81%
Gender Bonus Pay Gap	0%	0%

**Proportion of employees receiving a bonus for 2016**



The majority of employees do not receive a bonus. (1.3% Male, 1.1% Female). The bonus payments relate to small awards in recognition of long service. The bonus pay gap is 0%.

**Pay Quartiles**



	Female	Male
Upper Quartile	73.7%	26.3%
Upper Middle Quartile	82%	18%
Lower Middle Quartile	84%	16%
Lower Quartile	85.9%	14.1%

The above image and table illustrates the gender distribution across for equally-sized quartiles.

## Understanding the Gender Pay Gap

According to the Office for National Statistics, the overall UK gender pay gap is currently 18.1%. While our gender pay gap of 10.89% (mean) and 1.81% (median) is significantly below the UK average, we still recognise there is more to do to close the gap.

Local Solutions' workforce consists of 82% female and 18% male. This profile is reflective of the workforce in the social care sector, in which there are more females working in lower-paid roles as care support workers than males.

Our gender pay gap is largely attributed to the fact that more male colleagues are working in more senior roles. The pay quartile chart (which ranks all our employees from lowest to highest and then divides into four equal groups) shows that there are proportionally more males in the highest-paid quartile than other quartiles. By comparison, there are more female employees in the lower quartile, than in the other quartiles.

## Taking action

Local Solutions is committed to becoming an organisation which is pro-diversity and anti-discriminatory, where everyone's diversity is valued and appreciated and, in recognising that everyone is different, valuing the unique contribution that individual experience, knowledge and skills can make.

Some of the actions we are taking are outlined below:

***Career Pathway:*** we will develop career pathways in care to progress our care support workers into care management roles.

***Management Development:*** we will continue to offer, promote and encourage management development and secondment opportunities.

***Role Models:*** we will identify female management role models within the organisation and highlight their career achievements.

***Flexible Working:*** we will continue to support employees who wish to work more flexibly by offering part-time working, job-sharing, flexi-time and flexible working.

***Working Forward Pledge:*** we are committed to signing the Equality and Human Rights Commission Working Forward Pledge, which is a nationwide campaign, backed by some of the UK's leading businesses and industry bodies, to make workplaces the best they can be for pregnant women and new parents.

***Promoting Careers in Care:*** we will work with colleges and schools to promote opportunities in the care sector to males.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Mark Rogers', with a long horizontal flourish extending to the right.

**Mark Rogers**  
**Director of Corporate Services**