



2019 GENDER PAY GAP REPORT

LOCAL SOLUTIONS

**BUILDING RESILIENCE,
RAISING ASPIRATION,
IMPROVING LIVES**

Introduction

Local Solutions is a charity that, since 1974 has been generating and delivering services to support individuals, families and communities with a primary focus on those experiencing disadvantage, exclusion and vulnerability. Our work is focussed on serving the communities within Liverpool City Region and North Wales.

Our work is guided by our VISION of a society in which all people can live with dignity, lead fulfilled lives and realise their potential. Our MISSION is to Build Resilience, Raise Aspiration, and Improve Lives.

We strive to achieve our Mission by creating and delivering excellent and responsive services.

Our history is marked with innovation, taking measured risks and the creation of solutions that get alongside people and help them make significant changes in their lives. Our innovation is illustrated through our heritage; we are proud to have a track record of invention that includes the establishment of accommodation solutions for young people and families, employability programmes, welfare advice and guidance, anti-bullying initiative and support unpaid carers and those affected by domestic abuse. Recent examples of entrepreneurial approaches we have taken are our My Time and Resettlement Passport initiatives.

Our Vision includes both our service users and our staff, and we aim to treat all our staff as our number one asset. In line with our values we ensure that pay is comparative and equal for all our staff regardless of gender.

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.

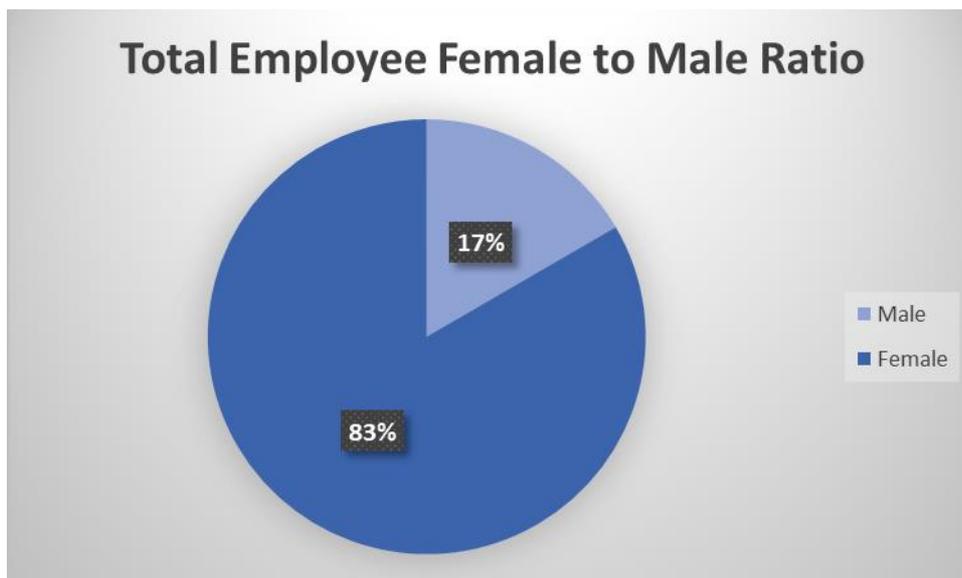
At Local Solutions we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities. The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. It is different to Equal Pay, and we are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

Our business is diverse and includes several different and unique business units that all share the Local solutions umbrella. The main business that local solutions operates is the domiciliary care business that accounts for about half of its workforce with the predominate sex of our carers being women and the majority are paid just above the minimum wage.

Overview

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 5th April 2019, and bonus paid in the year to 5th April 2019.

Local Solutions' workforce consists of considerably more females than males with 578 females and 115 males. The predominance of females has a significant impact on the overall gender pay gap as previously explained.



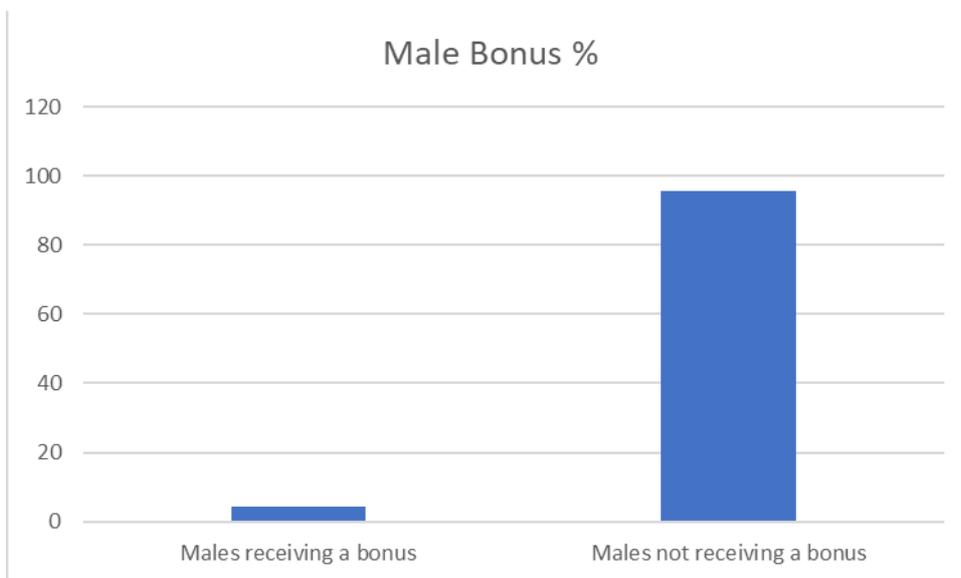
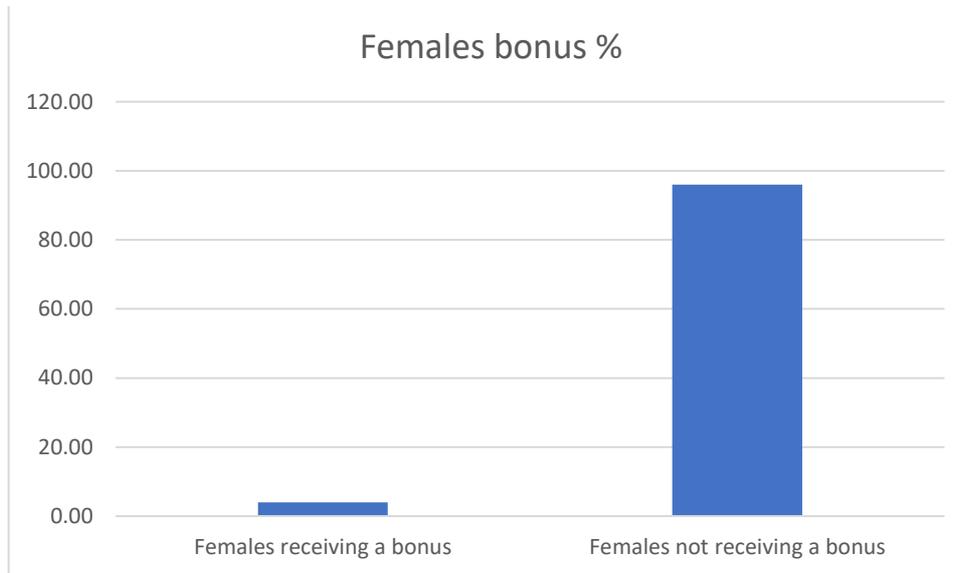
Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	15.81%	5.19%
Gender Bonus Pay Gap	0%	0%

The mean and median gender pay gap has increased from last year and that the average hourly rate of pay for both males and females has decreased (particularly for females).

The reason for this is that Local solutions increased its domiciliary care business by taking on two major contracts in Knowsley and Sefton these and both contracts came with TUPE transferred staff who are Carers and earn lower than average earnings. This then decreased the overall hourly rate for both males and females. The pay gap increased because most of the carers who came on board were female.

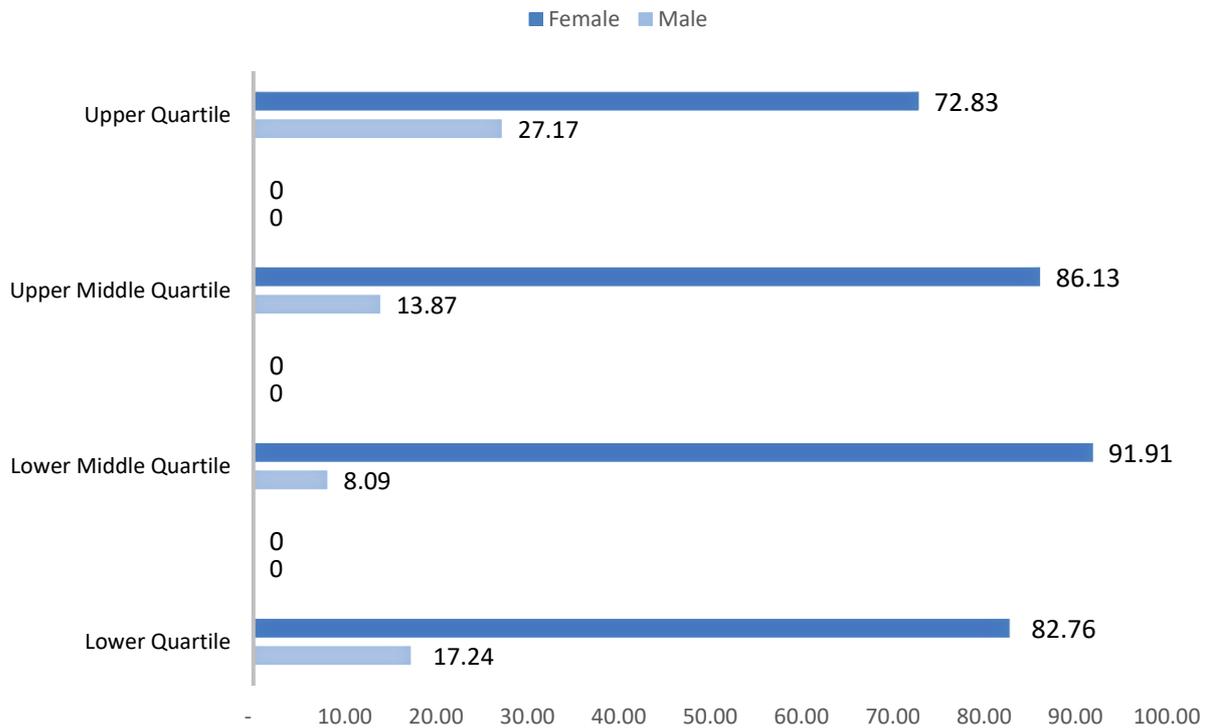
Proportion of Employees Receiving a Bonus for 2019



Most employees do not receive a bonus with only a small portion receiving one (4.35% Male, 3.98% Female). The bonus payments relate to small awards in recognition of long service. The bonus pay gap is 0%.

The mean and median bonus pay gap has increased significantly since last year because the ‘refer a friend’ bonus scheme came on board. Bonuses included in the calculations are for the 12 months prior to the snapshot date. Refer a friend didn’t exist before then. As most of the refer a friend bonus’ are for carers and as most of our carers are female therefore it has increased.

Pay Quartiles



	Female	Male
Upper Quartile	72.83%	27.17%
Upper Middle Quartile	86.13%	13.87%
Lower Middle Quartile	91.91%	8.09%
Lower Quartile	82.76%	17.24%

The above image and tables illustrate the gender distribution across for equally sized quartiles.

Understanding the Gender Pay Gap

The Office for National Statistics currently report that the gender pay gap among full-time employees stands at 8.9%, little changed from 2018, and a decline of only 0.7 percentage points since 2012.

The gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019 and continues to reduce.

For age groups under 40 years, the gender pay gap for full-time employees is now close to zero.

Among 40 to 49 year-olds the gap (currently 11.4%) has decreased substantially over time.

Among 50 to 59 year-olds and those over 60 years, the gender pay gap is over 15% and is not declining strongly over time.

Local Solutions' workforce consists of 83% females and 17% males. 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:

Onboarding: we will develop a full onboarding process that gives career pathways in care to progress our support workers into care management roles and ensure quality of employment.

Management Development: we will continue to offer, promote and encourage management development and secondment opportunities with tailored courses that are currently being rolled out.

Succession Planning: We are developing a full succession plan and talent management matrix so we can invest in future talent and protect our key employees and essential roles.

Recruitment: We have implemented a fully system-based recruitment tool that tracks key targeted functions and matrix and allows us target recruitment.

Terms and Conditions: We are targeting pay increases and improvements in terms and conditions are our key ground floor staff in order to improve recruitment and retention

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

Senior Management Commitment: we have introduced equality as a set agenda item on our management meetings and commit to leading from the front on equality for all.

Management Development: we will continue to offer, promote and encourage management

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.

Duncan Rennie
Deputy CEO