



## **Gender Pay Gap Report**

**Snapshot date: 5<sup>th</sup> April 2021**

## About us

Crossroads Together is a charity with a mission to ensure unpaid carers of all ages, and the people they care for, can access emotional and practical support and services needed to maintain their own health and wellbeing and continue in their caring role without reaching crisis or breakdown. Established as a registered charity in 1990 and incorporated in 1998, we have been supporting carers for 30 years. We are a Network Partner of Carers Trust, the UK's largest charity for, with and about carers and regulated by the Care Quality Commission for the provision of personal care. We champion carers' issues at all levels, ensuring they are visible, listened to and supported throughout their caring journey and beyond.

Every day 6,000 people take on caring responsibilities. There are an estimated 7 million carers in the UK – a significant number are young carers under the age of 18 (Carers UK). We are passionate about reaching carers as early as possible in their caring journey, working in local communities to offer carers the tools and support they need to take control of their situation, avoid physical, emotional and financial ill health and reduce the risk of social isolation, loneliness, anxiety and depression as well as giving them a strong voice, locally and nationally. We work with all key stakeholders, health and social care teams, third sector organisations, schools, businesses and community groups to build carer friendly communities and raise the profile of carers and the invaluable contribution they make on a daily basis.

We have three location offices covering Cheshire and Warrington, Greater Manchester, Merseyside, Shropshire and Herefordshire. We have 222 trained professionals supporting over 5000 carers and people with care needs every year.

Through consultation we have developed a wide range of services and support including; Advice, information, advocacy and signposting, practical respite care: a critical service to ensure carers can have a break from their caring role, extra care services, comprehensive support for young carers, young adult carers, support for carers of people with a life limiting diagnosis, emotional support and practical care in the home to support carers caring for someone at end of life, services for parent carers; we offer a range of short breaks for children and young people with disabilities including specialist support for Aspergers and ASD.

Crossroads Together recognises that our staff are our greatest asset and we take our responsibilities as an employer very seriously. Our headcount at 5<sup>th</sup> April 2021 was below 250 and therefore we are not required by law to provide a gender pay gap report. However, we are committed to supporting gender equality and choose to undertake this gender pay gap report voluntarily. This is our third gender pay report and since our first report, we've been working to improve our understanding of our gender pay data, and it's particularly positive to note that for the vast majority of our employees, there is no gender pay gap. Over three quarters (88.7%) of our workforce are women, including front line care and support teams and management. This is higher than the sector average of 82%.

Our ability to achieve positive outcomes for the people we support is reliant on a motivated and engaged team. We recognise that providing equal opportunities for our workforce is integral to our wider success and the achievement of our purpose: to deliver great care and support. As an Executive Team, we are proud of the many positives that are demonstrated in this report. We want Crossroads Together to be a great place to work, and we are committed to building an inclusive culture that empowers people to achieve. An affinity with our values remain the key requirements for success at Crossroads Together.

# Overview

Crossroads Together has is made up of a senior leadership team (5 members) who hold the most senior roles within the organisation. There are then 20 other management roles across our central services and operational teams. Our workforce is made up as follows:

- 222 staff in total; 197 female (88.7%) and 25 males (11.3%)
- 5 roles within the senior leadership team; 4 female (80%) and 1 male (20%)
- 22 management roles; 18 female and 4 male
- 20% of the male members of the male workforce are in management roles
- 11.2% of the female workforce are in management roles

Because of the nature of the work we do; advice, support and signposting for unpaid carers of all ages, alongside personal care as a regulated activity with the Care Quality Commission (CQC), we have a number of varied roles including our frontline care workers, Care Co-ordinators, Locality Administrators, Project Workers, Carer Advisors, Service Managers, Central Services teams (HR, Finance, Marketing and Business Development), Area Managers, Directors and a CEO. Each role has a salary attached which is the same for male and females.

## Analysing Our Data

The gender pay gap compares the difference in average earnings received by male and female employees, regardless of their role or seniority. It is therefore distinct from equal pay, which compares male and female employees carrying out equivalent work.

At Crossroads Together, male and female employees are paid equally for doing the same job. We are committed to continuing to improve diversity and inclusion within our company and recognise that gender pay reporting can help us achieve that through attracting, retaining and developing a diverse workforce.

The figures reported below are based on the “snapshot” date of 5<sup>th</sup> April 2021.

### Mean and Median Gender Pay Gap

The **mean** pay gap is the difference between the average hourly pay of male and female employees.

The **median** pay gap is the difference between the midpoints in the ranges of hourly pay of male and female employees. In other words, every rate is set out in order from lowest to highest and the midpoint (rate in the middle) is identified.

### Understanding what a positive or negative percentage figure means

A positive percentage figure reveals employees who are women have lower pay than employees who are men.

A negative percentage figure reveals that employees who are men have lower pay than employees who are women.

## Median and Mean Pay Gaps

Table 1	Mean Hourly Rate	Median Hourly Rate
Male	£10.95	£9.92
Female	£10.51	£9.96
<b>Gender Pay Gap</b>	<b>4.10%</b>	<b>-0.45%</b>

The main reason for our mean gender pay gap of 4.10% in favour of men is that the charity's most senior position, Chief Executive Officer, is male coupled with having a much smaller number of men within the charity.

The main reason for our median gender pay gap of -0.45% in favour of women is that we employ a higher percentage of women in management roles. This is highlighted in table 2, which shows a higher percentage of women in the upper pay quartile compared to men.

## Pay Quartiles

Table 2	Lower	Lower Middle	Upper Middle	Upper
<b>Total No. Employees in quartile</b>	56	55	56	55
<b>No. Males in quartile</b>	7	7	7	4
<b>No. Females in quartile</b>	49	48	49	51
<b>Expressed as a percentage</b>				
<b>No. Males in quartile</b>	13%	13%	13%	7%
<b>No. Females in quartile</b>	88%	87%	88%	93%

In line with most care employers, the majority of our workforce is female across all four quartiles. Overall, the percentages of men and women in each category are fairly consistent, except in the upper quartile where there are half as less men than in the other quartiles

Our mean gender pay gap in favour of men arises due to the calculation being disproportionately affected by a very small percentage of the total workforce. Crossroads Together is, and always has been, committed to diversity and inclusion and this is reinforced by the fact that for 99% of our workforce, there is a very small gap from female to male employees. To a certain extent, we are led by those applying to work for Crossroads Together and it is difficult to address any gap when for example, certain positions continually only attract female, or indeed male, applicants. We do ensure that any given position in the company offers men and women the same rate of pay and that will continue to be the case. We will also continue to look at ways of making specific roles more attractive to either men or women.

We will continue to use these results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels and how effectively talent is being maximised and rewarded in line with our Equality, Diversity and Inclusion Policy.

## What Next?

Crossroads Together is committed to ensuring that its workplace is free from unlawful or unfair discrimination. All recruitment decisions are taken in line with this policy to ensure that the right person for the role is selected, regardless of sex or other characteristics. We will continue to monitor our recruitment and promotion decisions to ensure that we continue to work to eliminate any gender pay gap.

We continue to look at all aspects of employment to support equality of opportunity for our people. We are committed to maintaining a fair and inclusive culture and already take the following steps to enable progression into the most senior roles in our organisation:

- ✓ equal opportunity recruitment and selection practices
- ✓ career development and training opportunities for all
- ✓ supporting flexible working arrangements where feasible for both men and women
- ✓ supporting the progression of part-time staff

I confirm that the information and data reported is accurate as of the snapshot date of 5th April 2021.

Christine Aspin, Chief Executive Officer.

A handwritten signature in black ink, appearing to read 'C. Aspin', written in a cursive style.