



GENDER & ETHNICITY PAY GAP REPORT

2022-2023



A STATEMENT FROM OUR CEO



I am delighted to share with you the Langley Group's Gender and Ethnicity Pay Gap Report for 2023 which presents information we are required to share regarding:

- The difference between the mean and median hourly pay rates and bonuses of male and female employees.
- The proportion of male and female employees receiving bonuses in each pay quartile.

This year I am proud to share once again a review of Langley's Ethnicity Pay Gap, which I believe is important for good employers to understand and address where necessary.

Langley is a values-driven organisation where treating one another with respect is key; the analysis of how we pay our people is part of our commitment to inclusion. I hope you find this a useful report and our conclusions clearly stated.

TRACY WILD

Chief Executive

LANGLEY TRUST VALUES

CHRIST-LIKE

BIBLE REFERENCES

Philippians 2.5 • Hebrews 6.11 • 2 Corinthians 8.21
Matthew 7.12 • Jeremiah 29.11

RESPONSIBLE GENUINE RESPECTFUL VISIONARY

INTRODUCTION

Our staff play a significant role in our mission to create sustainable transformation in the lives of people with convictions, so that they can reintegrate into society, live crime free lives and thrive.

Gender pay gap reporting shows the difference between the average pay of all males and all females within a workforce.

It is not currently mandatory to measure the ethnicity pay gap; however, last year we chose to report on this measure to identify and address any issues that emerged and found it helpful. This year, we have followed the new Government guidelines on ethnicity pay gap reporting.

For clarity this report will address the gender pay gap data and then the ethnicity pay gap separately, using similar reporting formats. The data provided is accurate as of 5th April 2023. All actions relating to gender and ethnicity pay gaps are summarised at the end of the report.



GENDER PAY GAP

On the relevant reporting date this year, 5th April 2023, the Trust had 327 staff, 65% female and 35% male staff.

Our Results

7%

Mean gender pay gap in hourly pay is 7%: The mean shows the difference in average hourly pay between men and women. The Trust's mean gender pay gap of 7% reflects a higher mean hourly pay rate for males. This was 9% higher for males last year, so has decreased.

0.4%

Median gender pay gap in hourly pay is 0.4%: The median shows the difference between the middle-paid woman and the middle-paid man. The Trust's median gender pay gap of 0.4% reflects a very slight increase in the median pay for males compared to 0% higher for males last year.

9%

Mean bonus gender pay gap is 9%: The Trust's mean bonus pay gap of 9% reflects a higher mean bonus for males compared to 10% higher for males last year. In addition to the all-staff bonus given to staff, our employee recognition scheme (previously CEO fund, now Shine Award) was given to 12 staff (1 male and 11 female); Clothing Allowance for our care staff, which has now been discontinued following the easing of the COVID19 pandemic was given to 9 staff (5 male and 4 female); and retention bonus given to 26 staff (14 male and 12 female).



0%

Median bonus gender pay gap is 0%: The Trust's median bonus pay gap reflects a higher median bonus pay for males at 0%, compared to last year which showed 45% higher for males. This measure was impacted by the all-staff bonus given to staff.

Proportion of males and females receiving a bonus payment: 95% of males and 90% of females received a bonus, compared to 58% of males and 57% of females that received a bonus last year. This is impacted by the all-staff bonus but not all staff would have been eligible as this was paid in December 2022 and February 2023 whereas the snapshot date for this pay gap reporting is 5th April 2023.

Proportion of males and females in each pay quartile: Quartiles are based on the Trust's pay only. To determine quartile statistics, pay is ranked in order, divided into quartiles for each gender, then the % of males vs. females falling into these four parts is measured. If a pay rate crosses quartile divisions, the split is made pro-rata across the quartile division according to how many males and females fall at that pay rate.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	39%	38%	39%	22%
Female	61%	62%	61%	78%

The statistics show that since last year, there has been an increase in the upper quartile for females from 56% to 61% and a marked increase in the lower quartile from 54% to 78% with further reductions in the upper middle and lower middle quartiles.

ETHNICITY PAY GAP

This year, we have followed the 2023 published Government guidelines for ethnicity pay gap reporting. We have included those who did not disclose their ethnicity and categorised those who did as White and Ethnically Diverse to meet the required thresholds numbers for reporting. As at the snapshot date, 81% of our staff disclosed their ethnicity - 61% white, 20% ethnically diverse - and 19% not disclosed.

Our Results

The statistics show:



5%

Mean Ethnicity Pay Gap is 5% (lower for Ethnically diverse employees): This is higher than last year at 2%.



-3%

Median Ethnicity Pay Gap is -3% (lower for White employees): This is higher than last year at -4% last year, due to the higher number of white staff in the employee population.



4%

Mean Ethnicity Bonus Gap is 4% (lower for Ethnically diverse employees): This is lower than last year at 5%. The proportion of employees who receive a bonus is: White 61%, Ethnically diverse 20%, Not disclosed 19%. The mean ethnicity bonus gap is being driven by the Shine Award bonus paid to 12 staff (9 White, 2 Ethnically Diverse staff and 1 Not disclosed), the Clothing Allowance paid to 9 staff (5 White, 2 Ethnically Diverse staff and 2 Not disclosed) and the Retention bonus paid to 26 staff (17 White, 3 Ethnically Diverse and 6 Not disclosed).



0%

Median Ethnicity Bonus Gap is 0%: Compared to 94% last year.

Proportion of white and ethnically diverse staff in each pay quartile: This is where all the salaries are sorted by size and divided into equal quarters. The table shows how White and Ethnically Diverse staff are spread throughout the organisation by hourly pay from the highest to the lowest.

Ethnicity Pay Quartiles:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
White	75%	53%	52%	63%
Ethnically Diverse	18%	28%	30%	6%
Not disclosed	7%	19%	18%	31%

ACTIONS

We continue to undertake several activities that focus on closing the Gender and Ethnicity Pay Gaps:

1. Reviewed our approach to recognition including recognition awards both financial and in-kind.
2. Added Diversity statement to all People policies and adverts.
3. Formally adopted Rooney Rule in recruitment.
4. Signed up to diversity job boards and a diversity network.
5. Provided mandatory training for all staff on ED&I and continue to do this annually.
6. Retained diversity KPI for ethnically diverse managers as part of the Trust's KPI.
7. Reviewing key people practices for unconscious bias.
8. Retained ED&I as a key theme in our People strategy with clear objectives on how to embed inclusion in a diverse workforce.
9. Complying with our ED&I reporting framework which helps us to monitor and review key data for our people.



summary

Generally, across both the gender pay gap mean and median measures we have seen an improvement from last year. The new Government guidelines on ethnicity pay gap reporting will provide a good basis for comparison next year.

The Gender and Ethnicity Pay Gap Report will be published on our website and signposted to our staff.



T 03330 035 025 **E** info@langleytrust.org

Langley Trust, 3 & 4 The Square, Manfield Avenue, Coventry, CV2 2QJ

Registered Charity No. 1146304 | Langley House Trust (working name 'Langley Trust')