



GENDER & ETHNICITY PAY GAP REPORT

2023-2024



A STATEMENT FROM OUR CEO



I am pleased to share with you the Langley Group's Gender and Ethnicity Pay Gap Report for 2024 which presents information we are required to publish 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. 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 actions 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

EXECUTIVE SUMMARY

In 2017 the government introduced legislation under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which applies to private and voluntary-sector organisations with 250 or more employees on a snapshot date each year. Langley had 302 staff on the snapshot date this year – 5th April 2024, consisting of 180 (59.6%) females and 122 (39.4%) males.

This compares to 327 staff including 207 (65%) females and 110 (35%) males last year. Since meeting the reporting threshold, Langley has reported on the Gender Pay Gap and published the same as required.

For the third time, Langley will publish an Ethnicity Pay Gap Report. This is part of our commitment to fostering Equality, Diversity, and Inclusion (ED&I) within Langley. There is no requirement to publish this data, however, the Government has now released guidelines on reporting on Ethnicity Pay Gap which we have complied with in this report. Pay gap statistics have been calculated based on the snapshot date and has been put together through collaboration with the Finance and the HR Team.

In comparison to last year's report, the initial analysis shows a reduction in the mean pay gap from 7% to 5.69% (higher for males) and a significant change in the median pay gap from 0.4% of males on higher pay last year to 0.71% of females on higher pay than males on 5 April 2024. We continue to have a larger number of females than males in the organisation; 59.6% female and 39.4% male, a slight decrease again from last year at 65% and 35% respectively.

The proportion of males and females receiving a bonus has decreased from 95% male and 90% female to 16% male and 18% female. Although the percentage of staff receiving a bonus has decreased for both male and females, there has been a change from last year in that a higher percentage of females received a bonus this year compared to males.

The mean bonus gap between male and female is 46.38% compared to 9% the previous year. The median bonus gap between male and female is 80% with males bonus being 80% higher compared to 0% in 2023.

The organisation is required to report the statistics to the government by 5th April 2025. The Gender and Ethnicity Pay Gap Report once approved will be published on our website and signposted to our staff.



GENDER PAY GAP REPORT

On the relevant reporting date this year, 5th April 2024, the Trust had 302 staff, consisting of 59.6% female and 39.4% male staff.

Negative numbers shown below in brackets indicate a higher rate for females than males.

The statistics are:

5.69%

Mean gender pay gap in hourly pay is 5.69%: The mean shows the difference in average hourly pay between men and women. The Langley mean gender pay gap of 5.69% reflects a higher mean hourly pay rate for males. This was 7% higher for males last year so there has been an improvement compared to last year.

-0.71%

Median gender pay gap in hourly pay is (-0.71%): The median shows the difference between the middle-paid woman and the middle-paid man. The Langley median gender pay gap of -0.71% reflects a change in that the median pay rate for females is higher than the median pay rate for males. This is a significant change as last year the median pay rate was 0.4% higher for males last year compared to females.

46.68%

Mean bonus gender pay gap is 46.38%: The Langley mean bonus pay gap of 46.38% reflects a higher mean bonus for males compared to 9% last year. The long service awards have been included as required, this was given to 22 staff (5 male and 17 female), the recruitment referral bonus was given to 7 staff (1 male and 6 female). A retention bonus has been included as was the case last year, the retention bonus was given to 32 staff but to a higher number of males compared to 14 last year (20 male and female 12). Due to the retention bonus being paid to more male staff at a higher amount than other bonus payments this has negatively impacted the mean bonus gender gap.

80%

Median bonus gender pay gap is 80%: The Langley median bonus pay gap reflects a higher median bonus pay for males at 80%. This is due to 32 staff being entitled to a retention bonus, but a higher number of males were impacted (20) compared to 14 last year. Due to the retention bonus at House of St Martin being paid to more male staff at a higher amount than other bonus payments, this has negatively impacted the median bonus gender pay gap. The long service awards were paid to 22 staff (5 male and 17 female) but at a lower rate than the retention bonus. The median bonus gender pay gap was 0% last year due to an all-staff bonus.

Proportion of males and females receiving a bonus payment: 16% of males and 18% of females received a bonus, compared to 95% of males and 90% of females that received a bonus last year.

Proportion of males and females in each pay quartile: Pay quartiles are based on Langley's pay only. To determine quartile statistics, pay is ranked in order, divided into quartiles for each gender, then the % of males v 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.

The gender pay quartiles are included below:

Quartile:	Upper	Upper Middle	Lower Middle	Lower
Male (%):	46	29	40	46
Female (%):	54	71	60	54

Last year, our gender pay quartiles were:

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

From last year, there has been a decrease in the upper quartile for females from 61% to 54% and a marked decrease in the lower quartile for females from 78% to 54%.

ETHNICITY PAY GAP REPORT

It is not currently mandatory to measure the ethnicity pay gap; however, since 2022, we reported on this measure to identify and address any issues. We have followed the published Government guidelines for ethnicity pay gap reporting. Of the 302 employees, a total of 233 (77%) employees disclosed their ethnicity (160 White and 73 Ethnically diverse), with 69 employees undisclosed; compared to 258 (81.4%) that disclosed last year.

STATISTICS

The statistics are presented in the table below:

Quartile	Number		£ Rate		Gap	
	White	Diverse	White	Diverse	£	%
Upper	45	13	26.33	24.76	1.58	6.37
Upper Middle	43	15	15.46	15.01	0.45	2.97
Lower Middle	35	23	12.86	13.05	(0.20)	-1.50
Lower	37	22	11.80	11.76	0.04	0.36
Overall	160.00	73.00	17.10	15.15	1.95	12.98
Median			14.37	13.52	0.86	6.34

The ethnicity pay quartiles for 2024 were:

Quartile:	Upper	Upper Middle	Lower Middle	Lower
White (%):	78	74	60	63
Ethnically Diverse (%):	22	26	40	37

Last year, our ethnicity pay quartiles were:

Quartile:	Upper	Upper Middle	Lower Middle	Lower
White (%):	75	53	52	63
Ethnically Diverse (%):	18	28	30	6
Not disclosed (%):	8	19	18	30

The inclusion of the not disclosed category is likely to have affected the reporting for this year.

ACTIONS

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

- Staff Networks introduced – using feedback from networks on how to close the gap
- Encourage staff to disclose their ethnicity and ensure it is recorded to allow more closer monitoring
- Diversity statement added to all People policies and adverts
- Signed up to diversity job boards and a diversity network.
- Ensuring regular mandatory training for all staff on Equality Diversity and Inclusion
- Introduced new KPI on diversity, part of the Group's KPI – for ethnically diverse managers.
- We will review key people practices including pay, development, and performance appraisals for unconscious bias.
- Equality Diversity and Inclusion annual plan developed and launched
- Equality Diversity and Inclusion continues to be a key theme in our People strategy with clear objectives on how to build a diverse workforce.

summary

There have been some improvements across both the gender pay gap mean and median measures we have seen an improvement from last year particularly with the Median gender pay gap. The Trust continues with actions to proactively address the Gender and Ethnicity Pay Gap.

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')