

# The Mungo Foundation Gender Pay Gap Report

March 2020



## Gender Pay Gap Results

The Mungo Foundation employs approximately 700 staff, including a regular pool of Relief Workers, to support effective service delivery. We have completed our Gender Pay Gap Report as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for publication by the April 2020 deadline.

The Gender Pay Gap is often confused with Equal Pay; however, it is different. The Gender Pay Gap relates to the difference between the average earnings of men and women, over a period of time, irrespective of their role or seniority. Equal Pay is concerned with situations where both genders earn different amounts for carrying out the same or similar work.

As with other social care organisations our workforce is mainly female, with women making up 75% of our staff. We have a pay structure that does not differentiate between men and women in the role and all other payments above basic salary, e.g. sleepover allowance, on call payments are paid at a standard rate. We do not pay bonuses at any level within the organisation.

Following analysis of our salary information at 5 April 2019 we are delighted to report the following results:

**Median Pay Gap = 0.29%**

**Mean Pay Gap = -4.1%**

These results reflect the fact that we have an almost exclusive female senior management structure. Our negative Mean score compares with a national reported average of 17.3% across all sectors and industries in the UK.

## Gender Pay Gap – Further Analysis

Pay Quartile	Male	Female	Male	Female
	 2019	 2019	 2020	 2020
Lower Quartile	27%	73%	23%	77%
Lower Middle Quartile	20%	80%	23%	77%
Upper Middle Quartile	25%	75%	26%	74%
Upper Quartile	24%	76%	26%	74%
TOTAL	24%	76%	25%	75%

Posts	Male	Female	Male	Female
	 2019	 2019	 2020	 2020
Chief Executive	0%	100%	0%	100%
Directors	0%	100%	0%	100%
Senior Managers	12.5%	87.5%	12.5%	87.5%
Project Managers	12.5%	87.5%	16%	84%
Team Leaders	22%	78%	33%	67%
Care Staff	25%	75%	26%	74%
Admin/Other	16%	74%	19%	81%

Contract Type	Male	Female	Male	Female
	 2019	 2019	 2020	 2020
Full Time	30%	70%	31%	69%
Part Time	25%	75%	20%	80%
Relief Workers	23%	77%	18%	82%

## Gender Pay Gap – Our Values

The Mungo Foundation is proud to be a joint signatory, with our recognised Trades Union, UNISON, to the Scottish Government's Fair Work Framework and its vision of "people in Scotland having a world-leading working life". The Mungo Foundation recognises the benefits this brings, not only to our employees but to the people we support and our wider communities. We are committed to joint working and positive engagement with our workforce. Together, our focus, plans and activities seek to promote the aims and aspirations of the Fair Work Convention, at all times. We have been recognised at governmental level as being an 'exemplar employer' in this field.

We currently pay all staff at or above the Scottish Living Wage and we are one of the first social care providers in Scotland to do so. We are in the final stages of an organisation wide job evaluation process across all posts within the organisation. This is being managed jointly with UNISON and ACAS to ensure independence and objectivity. Following the evaluation stage, we will develop a new pay and grading scale to ensure equality and fairness exists across all our pay scales.

Our workforce remains broadly static at 75% female and 25% male. The majority of our senior management are females, as is our next management level. This is illustrated in the table above, detailing the % of females and males in post.

Breaking our salary structure down into pay quartiles demonstrates a split consistent with our total male/female population.

We work to ensure that we have a gender balance across our HR practices as far as possible e.g. job evaluation committee and recruitment panels. Our development into management opportunities has translated into a number of males being promoted to Team Leader level. This level of post has been separated out from Care Staff to measure improvement in this strategy going forward. We have also been successful in recruiting a number of males into a selection of roles within our Head Office function.

If you have any queries in relation to our Gender Pay Gap report please contact [Lorraine.Eivers@themungofoundation.org.uk](mailto:Lorraine.Eivers@themungofoundation.org.uk)

Kind Regards

**Patricia Donnelly**  
**Chief Executive**