



Gender Pay Gap Report 2017-18

Foreword

This is the first of our gender pay gap reports in response to the new UK Government regulations which ask all employers of more than 250 people to publish their data using the same criteria so the results are easy to compare, based on their pay data on 5th April 2017

Our report shows that we have no median gender pay gap but that we do have a mean pay gap.

We aim to create a work environment that's fair to everyone and our results show that, from a pay perspective, we're progressing well in achieving that aim. One of our key strategic goals is to develop our organisation to both make Tai Tarian a great place to work and a leading provider of homes in our communities. We see the value of a diverse workforce as fundamental to that.

Linda Whittaker
Chief Executive



Gender Pay Gap Reporting

Under the Government's Gender Pay Gap regulations, companies in the UK that employ over 250 people are required by law to publish their gender pay gap. Tai Tarian employed 479 people at the snapshot date, primarily living in the Neath Port Talbot borough.

Gender pay is different to equal pay. Equal pay is about the difference between the pay of men and women who carry out the same or similar roles. Gender pay is about the differences in average pay between men and women across the organisation.

This report looks at the six measurements that make up the Gender Pay Gap legislation.



Our Results

Here are Tai Tarian's results for the snapshot date of 5 April 2017:

Mean gender pay gap	3.2%	
Median gender pay gap	0%	
Mean bonus gender pay gap	Not applicable	
Median bonus gender pay gap	Not applicable	
Percentage who receive a bonus	Not applicable	
Pay quartiles by gender	Male	Female
Lower quartile	54%	46%
Lower middle quartile	72%	28%
Upper middle quartile	63%	37%
Upper quartile	71%	29%



Understanding our Gender Pay Gap

The results of this report are encouraging for us but also indicate where we should focus our attention in future. We offer employees a wide range of flexible working options to effectively manage their work / life balance, including part time working, our flexible hours scheme and agile working. Our plans for the future will make our organisation an increasingly agile and flexible place to work.

We are committed to paying our colleagues equally for the same or equivalent work regardless of their gender or any other personal characteristic. We are confident that our Gender Pay Gap does not stem from treating people differently but reflects the fact that our workforce profile is 65% male, 35% female. However our executive team is a 50:50 gender balance and in all our employment and people development activities we pay attention to the need for gender balance. We see no reason why women should not have the same access as men to opportunities in all areas and at all levels of our business

