

Discovery gender pay gap report 2020

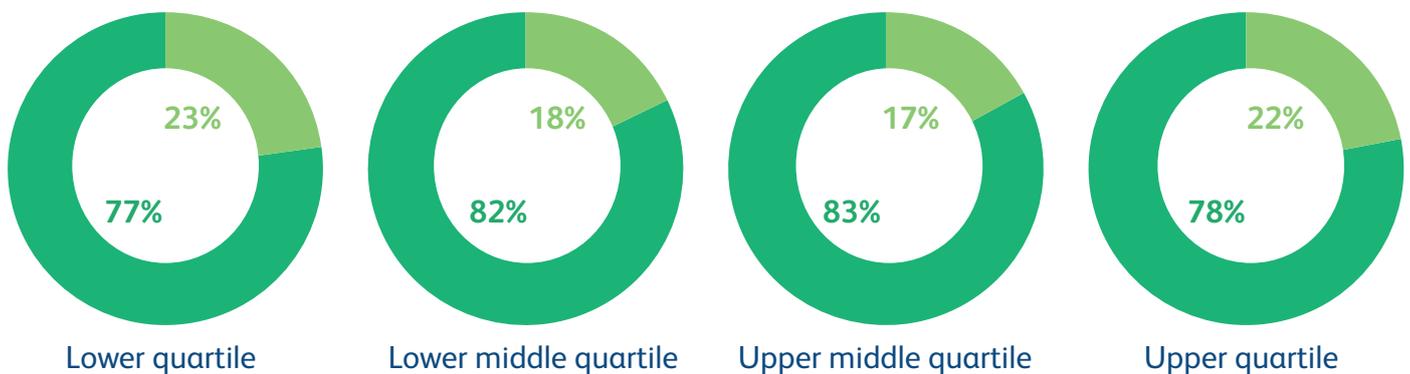
Discovery was set up as a Social Enterprise in 1 April 2017 and forms part of Dimensions (UK) Ltd who are one of the largest not for profit providers of social care for people with a learning disability and/or autism in Britain. Discovery is pleased to publish our annual gender pay gap report. This measures the difference between average female earnings compared to average male earnings regardless of role. This is different from 'Equal Pay' which is an organisation's legal obligation to ensure that men and women are paid the same for doing the same or similar roles.

This report provides a snapshot of the situation on 5 April 2020:

Mean gender pay gap	+ 3.1 % (women lower)
Median gender pay gap	-10.2 % (men lower)

Pay quartiles by gender:

Men Women



These figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Our statement

We are very pleased that the data shows that there is only a small gender pay gap at Discovery, and also that the variations between different levels are not significant. We believe that these results are due in no small part to our genuine and proactive commitment to equality, diversity and inclusion which has remained despite the focus on dealing with the coronavirus pandemic.

A core principle of our remuneration strategy is that it is open and transparent. We fix pay at the appropriate level of relevant salary markets to recruit and retain the calibre of people needed to carry out the roles in an increasingly complex sector, where this is affordable. While this does mean that certain roles are remunerated at higher rates than others, for market reasons, we are pleased that this is not an issue in the context of our gender pay gap.

The gender pay gap at Discovery compares favourably with the mean national average of 7.4% across all sectors among full-time employees in 2020, and with typical levels within our sector with the median gap within Discovery being -10.2%.

This is due to a number of factors, and some tangible examples of our commitment to being an employer genuinely committed to equality of opportunity and inclusion include:

- A competency and values-based approach to recruitment, ensuring that all appointments and internal promotions are made solely on the basis of merit.
- An open and transparent approach regarding pay, including in relations with the recognised union UNISON.
- An award-winning career development programme (Aspire) which supports all individuals to achieve their potential, regardless of gender and other demographic variables.
- A wide range of flexible working options available to all employees.
- Mandatory training in equality and diversity, including in unconscious bias, for all managers and staff.
- An active and committed national equality and diversity colleague group, led by a permanent Equality, Diversity and Inclusion Manager, and an expectation that equality and diversity will be a standing item on employee team meeting agendas.
- Regular blogs by female managers and leaders, and a campaign to emphasise that Discovery 'values me as me'.

It should also be emphasised that, although we are pleased with these overall results, there is nevertheless a small gender pay gap. We will not become complacent and will continually review our performance to ensure that Discovery is a truly inclusive employer with equal opportunities for all.

I confirm that the information in this statement is accurate.



Chris Best
HR Director
September 2021



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