

Discovery gender pay gap report 2023

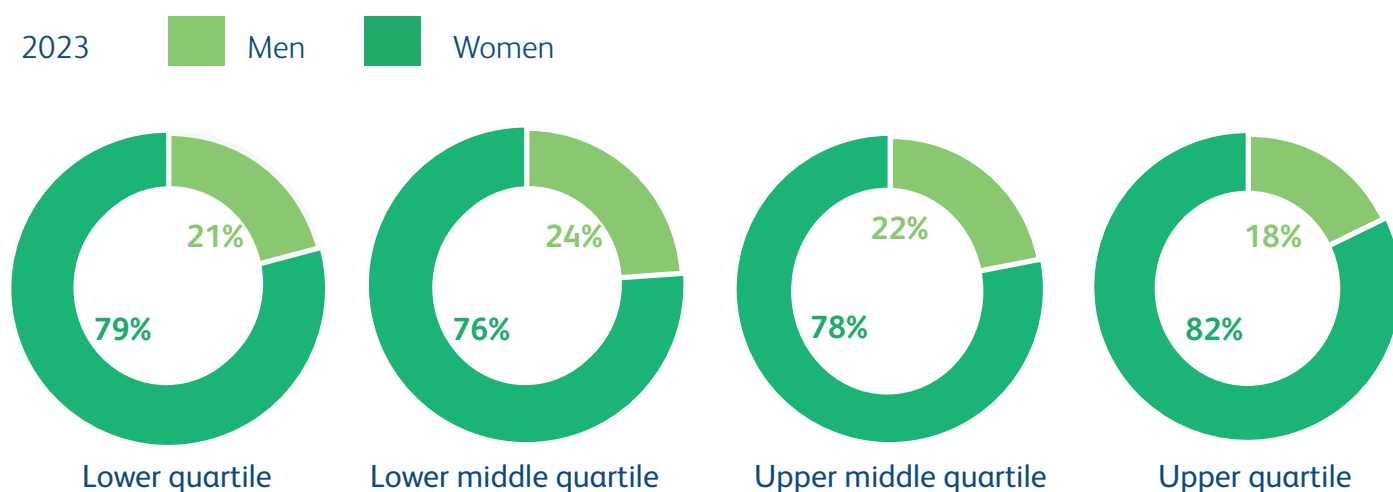
Dimensions Somerset SEV Limited (Discovery) was set up as a Social Enterprise in 1 April 2017. Discovery forms part of Dimensions (UK) Ltd who are one of the largest not for profit providers of social care for people with a learning disability and/or autism in Britain. Discovery is pleased to publish 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.

As required, the report provides a snapshot of the situation on 5th April 2023.

	2023	2022
Mean (average) hourly pay gap	-1.8%	2.1%
Median hourly pay gap	0.0%	1.3%
Mean (average) bonus pay gap	-6.8%	-0.9%
Median bonus pay gap	-2.1%	13.7%
Proportion of men who received bonus pay*	62%	72%
Proportion of women who received bonus pay*	66%	77%

Hourly pay quartiles by gender:

Pay quartiles represent the distribution of gender by hourly earnings, with colleagues' hourly earnings being grouped into one of four quartiles. The Lower Quartile shows those on the lowest hourly earnings 0–25% of colleagues, Lower Middle Quartile 25–50% of colleagues, Upper Middle Quartile 50–75% of colleagues and Upper Quartile are the 75-100% of colleagues who are paid the highest hourly earnings.



In 2023, 79% of colleagues were women and 21% were men.

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

Our statement

We are extremely pleased to report that in 2023 there was no median (i.e. the middle) hourly pay gap. This compares with 2022 where there was a 1.3% gender pay gap. This shows that the median hourly rate for both men and women colleagues is the same. The median, rather than mean, pay gap is the more commonly used metric when referring to pay gap information.

There is a small negative mean hourly pay gap of -1.8%. The mean hourly pay gap shows that the mean (i.e. average) hourly rate for women is 1.8% higher than for men.

We believe that these results are due in no small part to our genuine and proactive commitment to equality, diversity and inclusion.

- 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.
- We support requests for flexible working and have a wide range of working options available to all employees.
- Mandatory training in equality and diversity, including in unconscious bias, for all managers and colleagues.
- An active and committed national equality and diversity colleague group, led by a permanent Head of Equality, Diversity and Inclusion and Equality, Diversity and Inclusion Advisor.
- A standing agenda item in one-to-one meetings for colleagues to discuss any needs or requirements relating to Equality, Diversity and Inclusion with their manager.
- All colleagues have created a personalised one page profile that promotes inclusion by communicating what is important to colleagues to be effective at work.
- Regular blogs by female managers and leaders.
- Dedicated menopause champions to raise awareness and support and signpost colleagues experiencing symptoms in the menopause, as well providing support to their managers.
- Use of a recruitment agency for senior positions that has a track record and commitment to attracting a diverse range of talented and skilled applicants.

It should also be emphasised that although we are pleased with these overall results we will not become complacent. We 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.

Samantha Smith
HR Director
March 2024

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 national median pay gap of 14.3% across all employees in 2023 (Office for National Statistics), and with typical levels within our sector.

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:

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