

Dimensions Ethnicity Pay Gap report 2021

Dimensions (UK) Ltd is one of the largest not for profit providers of social care for people with a learning disability or autism in Britain and we are pleased to voluntarily publish our first annual ethnicity pay gap report. We have used the same guidelines and format that is applied to the statutory gender pay gap reporting.

This measures the difference between average earnings for ethnic minority colleagues compared to average earnings for non-ethnic minority colleagues, regardless of roles. This is different from 'Equal Pay' which is an organisation's legal obligation to ensure all colleagues, regardless of ethnicity are paid the same for doing the same or similar roles.

This report provides a snapshot of the situation on 1st April 2021. At this time 60% of colleagues (3360 out of 5593) had shared their ethnicity.

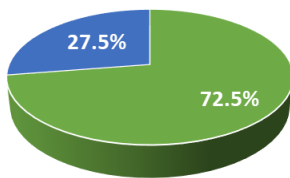
Mean (average) hourly pay gap	10.0%	BAME colleagues lower
Median hourly pay gap	6.2%	BAME colleagues lower
Mean (average) bonus pay gap	1.0%	BAME colleagues lower
Median bonus pay gap	-7.6%	BAME colleagues higher

Proportion of White colleagues who received bonus pay*	83%
Proportion of BAME colleagues who received bonus pay*	80%

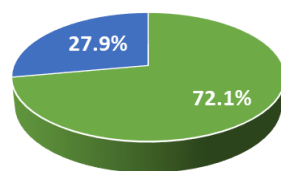
* These figures relate entirely to one-off payments for long service, achievement of qualifications or a pandemic recognition payment.

Hourly Pay quartiles by ethnicity

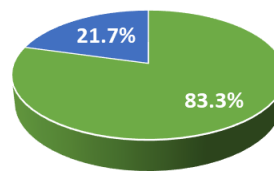
■ White Colleagues
 ■ BAME Colleagues



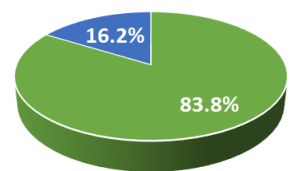
Lower Quartile



Lower Middle Quartile

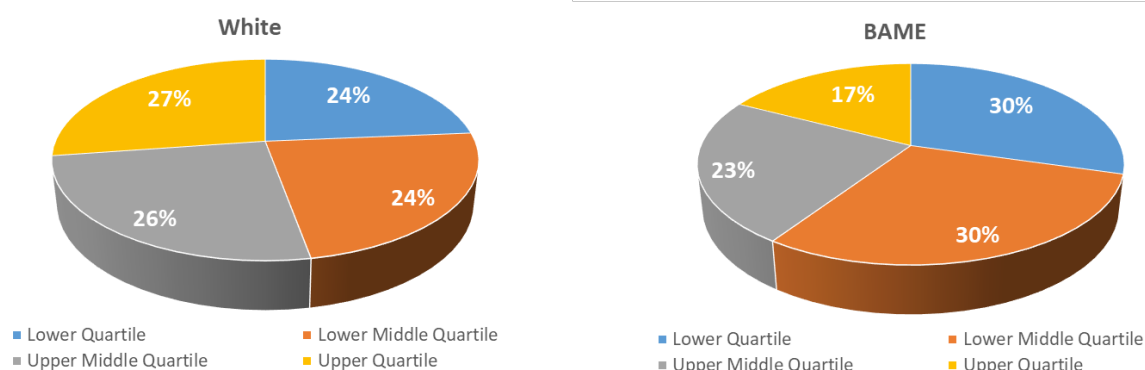


Upper Middle Quartile



Upper Quartile

Ethnicity Hourly Pay by Quartiles



Our statement

Dimensions has a genuine and proactive commitment to equality, diversity and inclusion which has remained despite the focus on dealing with the coronavirus pandemic. This is evident with ethnic minority colleagues representing 23% of Dimensions workforce. This compares to 13.8% of the UK population being from a BAME background (Diversity UK, 2018).

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 ethnicity pay gap. There is no evidence of differences in pay for colleagues working in the same role based on ethnicity however there is a lower representation of BAME colleagues in senior roles.

Dimensions is genuinely committed to equality of opportunity and inclusion. Some tangible examples of our commitment 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 inclusive application process to our award winning career development programme (Aspire) to support colleagues when English is not their first language.
- We support requests for flexible working and have a wide range of working options available to all employees.
- Mandatory training in equality and diversity for all managers and staff including the Unconscious Bias Pathway, developed for all managers to communicate and participate in with their teams.
- Unconscious Bias awareness sessions facilitated for Executive and Non-Executive Directors.

- A reverse mentoring programme where senior managers are mentored by junior colleagues from BAME backgrounds, to help break down barriers, understand cultural differences and consider unconscious biases.
- Since 2015 we have funded 21 places for first level managers to participate in the Skills for Care Moving Up programme specifically aimed at colleagues from BAME backgrounds in social care.
- An active and committed national equality and diversity colleague group, led by a permanent Equality, Diversity and Inclusion Manager
- An expectation that equality and diversity will be a standing item on employee team meeting agendas.
- An active campaign entitled '[Dimensions values me as me](#)' to promote that Dimensions values all colleagues 'not despite their diversity but because of it.'
- Regular blogs by ethnic minority managers and leaders and diversity champions.

We will not become complacent and will continually review our performance to ensure that Dimensions is a truly inclusive employer with equal opportunities for all.

I confirm that the information in this statement is accurate.



Rachael Dodgson
Chief Executive

March 2022