

## Dimensions Gender 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 publish our annual gender pay gap report. This measures the difference between average female earnings compared to average male earnings regardless of roles. 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 2021.

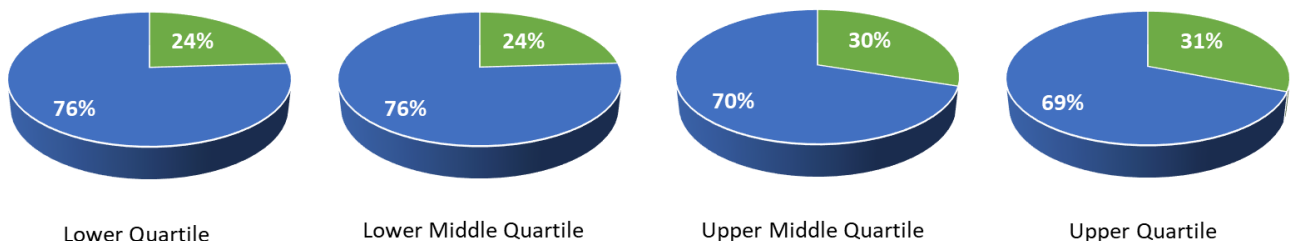
Mean (average) hourly pay gap	4.1% (women lower)
Median hourly pay gap	3.9% (women lower)
Mean (average) bonus pay gap	9.4% (women lower)
Median bonus pay gap	12.1% (women lower)

Proportion of men who received bonus pay*	93.4%
Proportion of women who received bonus pay*	94.7%

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

### Hourly 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 pleased that the data shows that there is only a small hourly gender pay gap at Dimensions UK. 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 Dimensions compares favourably with the national average of 7.9% across all sectors among full-time employees in 2021 (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:

- 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 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.

Since the snapshot date of this report of 5th April 2021, Dimensions has recruited more women into executive roles and this will be reflected in next year's report, which we anticipate will reduce any pay gaps in the upper quartiles.

It should also be emphasised that, although we are pleased with these overall results, there is nevertheless a small gender pay gap. The bonus pay gap is due to a pro-rated payment that was made to employees in recognition of their commitment during the pandemic. We have a higher number of women than men on part-time hours, which is testimony to our flexible working policy, and this has skewed the results for this year.

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