

Dimensions gender pay gap report 2017

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.

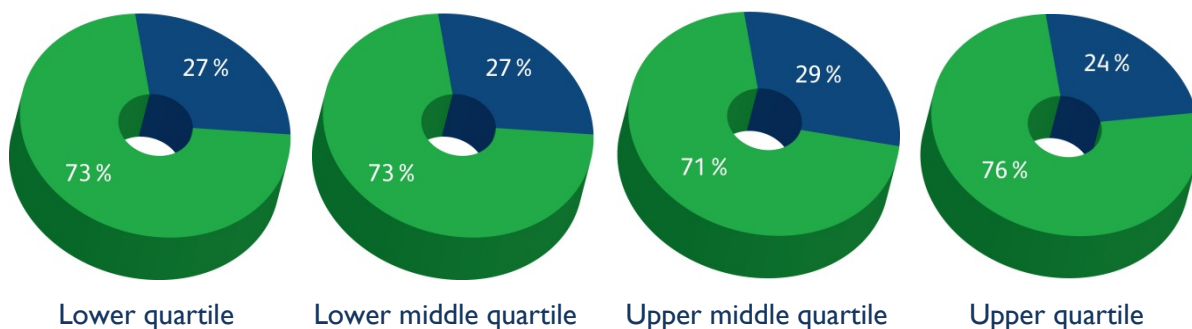
As required, the report provides a snapshot of the situation on 5th April 2017:

Mean gender pay gap	2% (women lower)
Median gender pay gap	0% (no gap)
Mean bonus gender pay gap	0.07% (women lower)
Median bonus gender pay gap	0% (no gap)

Proportion of male employees who receive a bonus*	55%
Proportion of female employees who receive a bonus*	54%

* These figures relate entirely to one-off payments for either long service or achievement of qualifications.

Pay quartiles by gender:



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 almost no gender pay gap at Dimensions. We believe that these results are due in no small part to our genuine and proactive commitment to equality, diversity and inclusion.

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. We have a high proportion of women in senior roles (in the upper or upper middle quartiles) which is equal to or higher than the overall gender distribution, and this is one key reason why we have a very low overall gender pay gap.

The gender pay gap at Dimensions compares very favourably with the national average across all sectors and with typical levels within our sector. The national (ONS) gender pay gap for all employees is 18.1% and, even though this is the lowest since records began, it is far higher than at Dimensions. Within our sector, figures published on the government's reporting website indicate that there is an 8% median gender pay on average for care sector organisations which have published their figures to date. It is seen, therefore, that Dimensions is doing significantly better than the sector generally.

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.

- The appointment of a national Equality, Diversity and Inclusion Manager.
- An active and committed national equality and diversity colleague group, and an expectation that equality and diversity will be a standing item on employee team meeting agendas.

Dimensions has been acknowledged as an equal opportunities employer committed to equality and inclusion at all levels – such as by being a finalist in the Large Business of the Year category at 2018's National Centre for Diversity Grand Awards.

It should also be emphasised that, although we are pleased with these positive results, 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.



Steve Scown
Chief Executive
February 2018