

CHSS Gender Pay Gap and Occupational Segregation 2024

In line with our continued commitment to the Equally Safe at Work accreditation programme, CHSS is committed to progressing gender equality in the workplace, and this programme provides the tools to take this forward to make meaningful change for all employees in the organisation.

As part of this programme, we are pleased to publish more detailed information on our Gender Pay Gap, this includes information on Full Time, Part Time and Combined Pay Gap stats. We are also required to publish more detailed information on Occupational Segregation, including a breakdown of both Horizontal and Vertical Segregation, a description of these can be found under the Occupational Segregation heading.

Gender Pay Gap

CHSS Stats (Full Time and Part Time Combined)

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

In CHSS, women earn £0.87 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is **13.48% lower** than men's.

This has **decreased by 15.14%** from the 2023 report where median hourly pay was -1.66%.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

When comparing mean (average) hourly pay, women's mean hourly pay is **11.42% lower** than men's.

This has **decreased by 2.92%** from the 2023 report where mean (average) hourly pay was 8.5%.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

Upper Quartile		
Year	Men	Women
2024	20%	80%
2023	21.82%	78.18%
Difference	-1.82%	1.28%

Upper Middle Quartile		
Year	Men	Women
2024	21%	79%
2023	12.73%	87.28

Difference	8.27%	-8.27%
------------	-------	--------

Lower Middle Quartile		
Year	Men	Women
2024	15%	85%
2023	28.57%	71.43%
Difference	-13.57%	13.57%

Lower Quartile		
Year	Men	Women
2024	12%	88%
2023	9.09%	90.91%
Difference	1.81%	-1.81%

CHSS Stats - Full Time

As part of the Equally Safe at Work programme, we are required to publish a breakdown of full time and part time gender pay gaps on our website. The information for Full Time colleagues can be seen below.

The median gender pay gap figure

In CHSS, women who work **Full Time**, earn £0.98 for every £1 that men earn when comparing median hourly pay. The median hourly pay for **Full Time** women is **1.61% lower** than men's.

This has **decreased by 11.45%** from the 2023 report where median hourly pay for Full Time women was 9.84% higher than men.

The mean (average) gender pay gap figure

When comparing mean (average) hourly pay, **Full Time** women's mean hourly pay is **6.87% lower** than men's.

This has **decreased by 0.83%** from the 2023 report where mean (average) hourly pay for Full Time women was 6.04% lower than men's.

The percentage of Full-Time women in each pay quarter

Upper Quartile		
Year	Men	Women
2024	18%	82%
2023	23.53%	76.47%
Difference	-5.53%	5.53%

Upper Middle Quartile		
Year	Men	Women
2024	28%	72%
2023	20.59%	79.41%
Difference	7.41%	-7.41%

Lower Middle Quartile		
Year	Men	Women
2024	25%	75%

2023	32.35%	67.65%
Difference	-7.35%	7.35%

Lower Quartile		
Year	Men	Women
2024	18%	82%
2023	18.18%	81.82%
Difference	-0.18%	0.18%

CHSS Stats – Part Time

The median gender pay gap figure

In CHSS, women who work **Part Time**, earn £1 for every £1 that men earn when comparing median hourly pay. The median hourly pay for **Part Time** women the same as men.

This has **decreased by 13.49%** from the 2023 report where median hourly pay for part time women was 13.49% higher than men's.

The mean (average) gender pay gap figure

When comparing mean (average) hourly pay, **Part Time** women's mean hourly pay is **0.05% higher** than men's.

This has **decreased by 27.66%** from the 2023 report where mean (average) hourly pay for part time women was 27.71% higher than men's.

The percentage of Part-Time women in each pay quarter

Upper Quartile		
Year	Men	Women
2024	11%	89%
2023	0%	100%
Difference	11%	-11%

Upper Middle Quartile		
Year	Men	Women
2024	4%	96%
2023	4.76%	95.24%
Difference	-0.76%	0.76%

Lower Middle Quartile		
Year	Men	Women
2024	4%	96%
2023	4.76%	95.24%
Difference	-0.76%	0.76%

Lower Quartile		
Year	Men	Women
2024	15%	85%
2023	19.05%	80.95%
Difference	-4.05%	4.05%

Occupational Segregation

As explained by Close the Gap, **Occupational segregation**, by gender, refers to the unequal distribution of women and men across different types and levels of work. Gender norms and stereotyping, inflexible working practices, undervaluation of female-dominated roles, and male-oriented workplace culture are at the root of occupational segregation. Occupational segregation perpetuates gender inequality in the workplace and contributes to the gender pay gap.

As explained by Close the Gap, **Horizontal segregation** occurs where gendered assumptions about men's and women's capabilities and preferences results in them doing different types of work. Women's employment is concentrated in a small number of stereotypically female occupations. For example, in Scotland, men dominate in construction and skilled trades, and women are overrepresented in administrative and caring occupations. Please see below CHSS' Horizontal Segregation Data, split into 6 core working categories with a comparison to % of Male and Females in CHSS.

Horizontal Segregation	% M/F in CHSS	Admin	Care	Campaigning/Comms	Manager	Retail	Support
Male	17% (45 Male)	33%	4%	27%	27%	11%	15%
Female	83% (221 Female)	67%	96%	73%	73%	89%	85%
Total	100%	100%	100%	100%	100%	100%	100%

Women are heavily concentrated in the Retail department, which accounts for 44% of the CHSS' colleagues, largely in Shop Manager or Assistant Shop Manager Roles. Women are also 'over-represented' in the Services department (Care and Support Roles), the majority of which work in Community Healthcare Support Coordinator or Nursing roles. Conversely, men are concentrated in the Admin, Campaigning/Communications department, and Manager Roles, in Director or ICT roles.

There is a clear gendered pattern in the types of roles occupied by women and men in CHSS. Men in CHSS are most often found in senior roles associated with higher status, grades and pay. Women are predominantly employed in retail or care/support roles, all of which are in the lower paid grades, and associated with significantly lower pay.

The jobs in which women are concentrated in CHSS are stereotypically seen to correspond with jobs characterised as 'women's work' in the wider labour market. These jobs, which include caring, cleaning, catering, retail and administrative roles, are undervalued across the labour market. This is a key cause of women's low pay and therefore the gender pay gap.

As explained by Close the Gap, **Vertical segregation** refers to the underrepresentation of women in management positions, sometimes referred to as the 'glass ceiling'. In the third sector, women are the majority of workers but are underrepresented in senior leadership roles and on boards.

Vertical segregation is evident in examining the staff breakdown by gender and decile. The CHSS workforce data shows that women make up 83% of the workforce, and men 17%. This is the baseline gender breakdown of staff to which the deciles may be compared.

Vertical Segregation	CHSS M/F	D1	D2	D3	D4	D5	D6	D7	D8	D9	D10
Male	17%	15%	4%	15%	8%	27%	15%	23%	19%	22%	22%
Female	83%	85%	96%	85%	92%	73%	85%	77%	81%	78%	78%

The data show that women are underrepresented in the top decile along with deciles 9, 8, 7 and 5 versus the baseline of 17% (male) and 83% (female), not necessarily in absolute terms when looking at the composition of decile.

In the reverse positioning of that view, women are 'over-represented' in the bottom decile and 2, 3, 4, and 6.

07 February, 2025