



ALTERNATIVE
FUTURES GROUP



Gender Pay Report

5th April 2020 (Snapshot)

Reported – July 2021

Amazing people...doing amazing things...everyday



Welcome to Alternative Future Groups (AFG) Gender Pay Report for 2020

In November 2020, the Office for National Statistics (ONS) reported that the Gender Pay Gap nationally had fallen from 17.4% to 15.5% (with males typically earning more than their female colleagues). In the Health & Social Care Sector, this had similarly fallen from 8.0% to 6.2%

Within this report, I will share with you the Gender Pay data for AFG, which again shows a **better than national average result of 3.18%**.

In July 2021, AFG have launched a **'Chance for Change'** which is our programme of works with an ambition to pay the Real Living Wage to our valued Support Worker colleagues. Each year, I report within our Gender Pay data a better than average Gender Pay result, however as our funding only enables us to pay National Minimum Wage to many of our staff, this simply isn't good enough and hope in future years we will report better Gender Pay results based on pay that is higher than NMW.

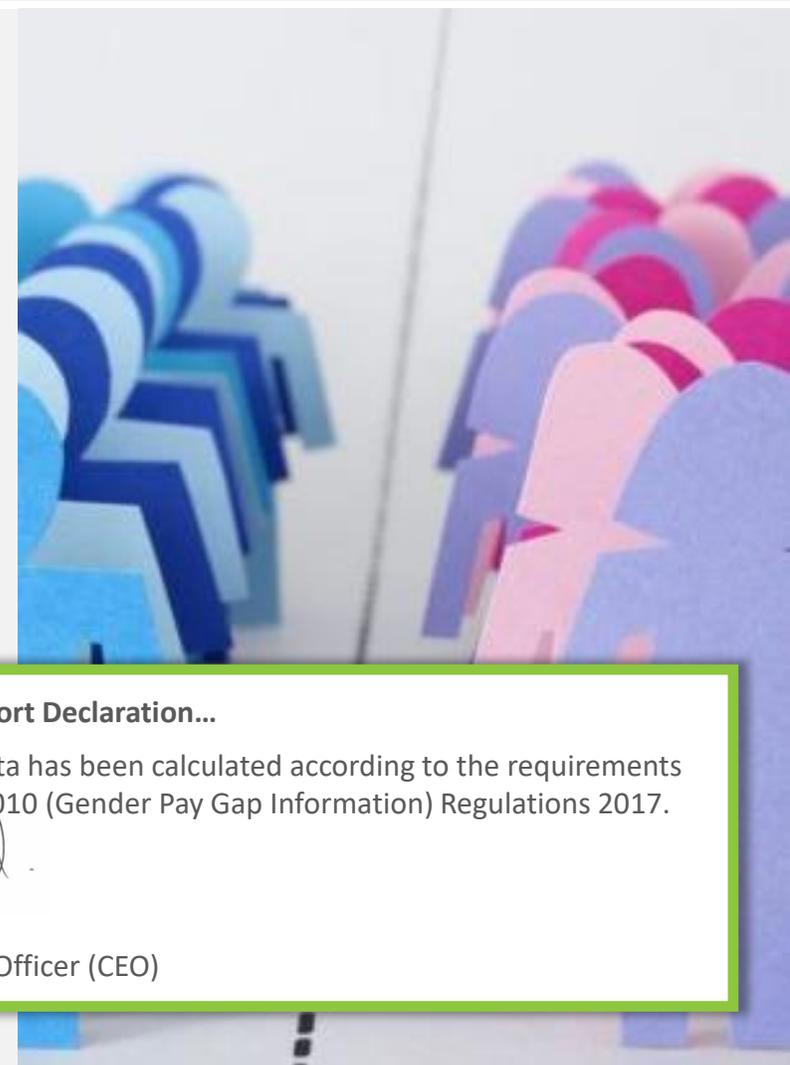
Our Gender Pay Report Declaration...

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Ian Pritchard

AFG Chief Executive Officer (CEO)



The Gender Pay Regulations and measures...

On the 1st April 2017 the Government introduced *The Equality Act 2010 (Gender Pay Information) Regulations 2017*.

The regulations require that any private, voluntary and public sector employers that have 250 or more employees on the snapshot date of 5th April each year must calculate and publish their Gender Pay data.

The regulations set out a clear framework for the consistent calculation and reporting of Gender Pay differences (a summary of the reportable measures is provided to the right of this page).

What are the measures?

The MEAN Gender Pay Gap

Compares the average hourly rate for men/women by adding all hourly rates and dividing by the headcount for that gender at the snapshot date

The MEAN BONUS GPG

Considers the Mean difference between the bonus pay received for men and women over a twelve month reference period leading to 5th April 2017

The Proportion of Men / Women Receiving a Bonus

Two calculations that show the proportion of men and women that received any form of bonus over a twelve month period against the total relevant employees for that gender

The MEDIAN Gender Pay Gap

The Median GPG takes the middle value from a sorted list of hourly rates of pay for each gender and compares the difference between genders

The MEDIAN BONUS GPG

Considers the difference between the Median (midpoint) bonus pay for each gender over twelve month reference period leading to 5th April 2017

The Proportion of Men / Women in Pay Quartiles

This measure sorts the average hourly rate of pay as a single list and divides employees into four equal pay quartiles. The proportion of male and female employees in each quartile is reported

A written statement is required to confirm the accuracy of the submission as a minimum. Employers also have the option to publish an accompanying narrative.

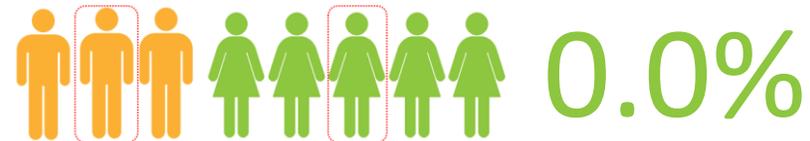
Our MEAN Gender Pay Gap



Our *Mean Gender Pay Gap* shows the difference between the mean hourly rate of pay that male and female employees receive. At the snapshot date of 5th April 2020, our Mean GPG showed that female workers earned 3.18% less than male colleagues. This is an increase from 0.13% however it should be noted that following the increase in NMW in April 2020 many of our Support Worker colleagues who had previously been TUPE'd on higher than NMW rates of pay have equalised with NMW. This accounts for 62 colleagues who had been in Q4 Upper Quartile, with 76% of these being female.

The mean average for each gender is calculated by adding the standard hourly rates of all men and dividing this figure by the number of male employees to create a standard male hourly rate. This exercise is then repeated for female workers. On average, female workers within our organisation have an hourly rate of pay of £10.12 per hour, compared to an average of £10.45 per hour for men.

Our MEDIAN Gender Pay Gap



Our *Median Pay Gap* at the snapshot date was 0.0% (no change to 2019)

Our Median Pay Gap takes the middle pay value from a sorted list (lowest-to-highest hourly rate of pay) for each gender. The difference between the mid-point average rate of pay for male and female workers then provides the Median Gender Pay Gap.

When considering our data for 2020, the Median hourly rate of pay for male workers was £8.72, and the same for female workers (National Minimum Wage for 2020/21)



The **MEAN BONUS** Gender Pay Gap



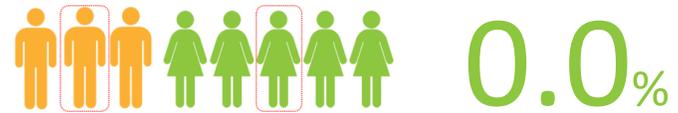
Our *Mean Bonus Gender Pay Gap* shows the difference between the mean bonus pay that male and female employees received over a twelve month period leading to 5th April 2020.

The mean bonus pay average for each gender is calculated by adding all bonuses' received and dividing this by the number of people of that gender that received a bonus.

In the twelve months leading to 5th April 2020, 58 female, and 39 male colleagues received a bonus (In the form of a PRP Bonus Payment, Long Service Award or Credit Where Credits Due (CWCD) Vouchers).

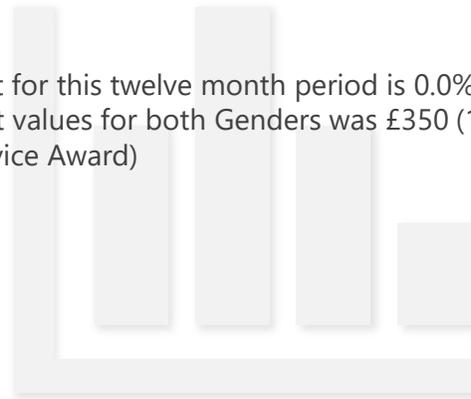
During the 12 month reference period, proportionally more male colleagues received Long-Service Awards, however the most significant variance related to the number of female colleagues' within our TRCs receiving a bonus as part of the Registered Manager Pay Framework

Our **MEDIAN BONUS** Gender Pay Gap



The **MEDIAN** Gender Bonus Gap takes the middle pay value from a sorted list of bonus payments received by each gender during the twelve month period leading to the 5th April 2020 (lowest-to-highest). The difference between the mid-point average rate of pay for male and female workers then provides the Median Bonus Gender Pay Gap.

Our result for this twelve month period is 0.0% as the mid-point values for both Genders was £350 (10 year Long Service Award)



Proportion of Men/Women Receiving a Bonus



This measure considers the percentage of male and female colleagues that received a bonus in the twelve months leading to 5th April 2020 as a percentage of the total 'Relevant Employees' for that gender.

The 'Relevant Employees' refers to the headcount at the snapshot date – which was 2,075.

During this period, 39 male colleagues received a bonus out of 692 relevant male workers (5.5%);

During this same period, 58 female colleagues received a bonus out of 1,383 relevant female workers (3.9%)

The higher value bonus payments relate to RM Bonus Pay, and Long Service Awards. During this reporting period, female workers typically reached longer service milestones in year – hence the positive disparity between the average amount received, compared with a higher % of males receiving a bonus.

Typically, AFG do not pay bonuses to our employees with the exception of our RM Pay Framework, however we do recognise the commitment and loyalty of our people through 'Long-Service Awards' and 'Credit Where Credits Due' Vouchers. Long Service Awards are paid at £350 for 10 years' service and £500 for 25 years. CWCD Vouchers are paid in denominations of between £10 - £50 as appropriate to the act being rewarded.

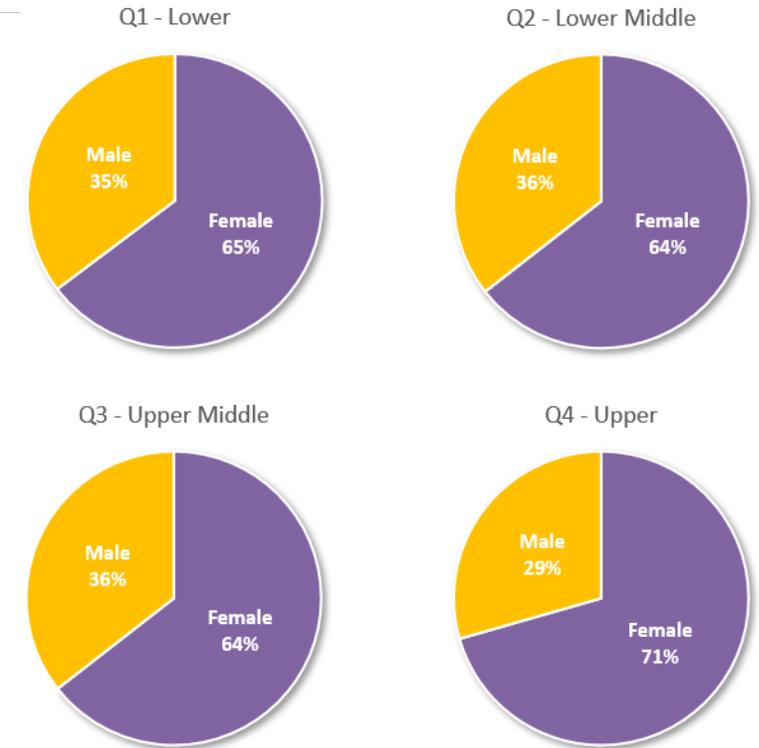
What do our quartile bands tell us?

This measure shows the proportion of male and female full-pay relevant employees in four quartile pay bands which is completed by dividing the workforce into four equal parts. All relevant full-pay workers at the snapshot date are sorted by hourly rate (lowest to highest). This measure is particularly useful to demonstrate if there are any specific pay gaps in more senior roles within the organisation.

Provided below is a summary table of the proportion of male and female workers within AFG at the snapshot date of 5th April 2020.

	Female		Male		Total Headcount
Q1 - Lower	64.7%	233	35.3%	127	360
Q2 - Lower Middle	64.4%	232	35.6%	128	360
Q3 - Upper Middle	64.4%	232	35.6%	128	360
Q4 - Upper	70.6%	254	29.4%	106	360
Grand Total	66.0%	951	34.0%	489	1440

Note - Data includes % value and headcount values



At the Snapshot date in April 2020, AFG had 1,440 full-pay relevant employees (2,075 relevant) . At this point in time, 1,736 (84%) of our workforce were Support Workers who received National Minimum Wage of £8.72 per hour at that time. Female representation within AFG in April 2019 was 65.9%. The results for AFG in April 2020 show that female representation across Q1 – Q3 was 64.4% on average, with 70.6% representation in the Upper Quartile. This increase of female representation in the Upper Quartile (from 69% in 2019, and 68.4% in April 2018) is a reassuring result which shows that female colleagues are well represented across the organisation and particularly within more senior roles.

How will we use our Gender Pay Data?

Our Gender Pay Gap remains better than national averages however AFG are committed to tackling the systemic inequalities that exist in relation to pay for workers within Health & Social Care.

I highlighted at the outset of this report, AFG's intention to begin a programme of works to address the chronic underfunding that exists within Health & Social Care for Support Workers in particular, and to realise our ambition to be a Real Living Wage employer for the future.

Through our *Chance for Change* programme we seek to redress the balance of pay for all front-line care workers, and to recognise the skilled profession this is.

As the Health & Social Care Workforce leans significantly towards female workers (65% within AFG) – this will have a hugely positive impact upon pay for female workers within our organisation.



**GENDER
PAY GAP**

Closing it together