



ALTERNATIVE
FUTURES GROUP



Gender Pay Report 22/23

5th April 2022 (Snapshot)

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Reported to AFG Board of Trustees – March 2023

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

Welcome to Alternative Future Groups Gender Pay Report for 2022/23



In November 2022, the Office for National Statistics (ONS) reported that the mean national average Gender Pay Gap was 14.9% in 2022, with males typically earning more – This is a marginal decrease of 0.5% from 2021 which continues the reducing gap trend of the last decade.

The ONS also report that the 2022 mean pay gap for the 'Caring Personal Service Occupations' which is the group that AFG would most align to is 3.8%

Within this report, I will share with you the Gender Pay data for AFG, which continues to show a **better than national average result of 1.9%** (an improved variance of 1.3% on 2021).

During 2022, we were delighted to be able to take one step closer to our ambition of being a Real Living Wage paying employer by topping-up the hourly rate of pay for our Support Worker colleagues from the National Living Wage (NLW) rate of £9.50 to a RLW equivalent rate of £9.90 for all worked hours.

Our continued fight for better pay for all Health & Social Care workers continues as we enter 2023/24, and we are committed to raising with our commissioning bodies, local and central government the pay crisis that continues in the sector, the real cost of care, and the impact that low pay has on our workforce - many of our staff are living in debt, with have no option but to turn to food banks due to the continuing rise in the cost-of-living – this is not acceptable.



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

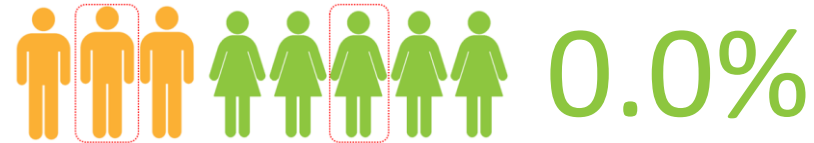


Our *Mean Gender Pay Gap* shows the difference between the mean hourly rate of pay that male and female employees receive. At the snapshot date of 5th April 2022, our Mean GPG showed that female workers earned 1.9% less than male colleagues. This is a reduction of 1.3% from 3.21% in 2021.

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 £11.28 per hour, compared to an average of £11.50 per hour for men (£0.22 difference).



Our MEDIAN Gender Pay Gap



Our *Median Pay Gap* at the snapshot date was 0.0% (no change to 2021)

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 2022, the Median hourly rate of pay for male workers was £9.90, and the same for female workers.

During 2022/23, we were delighted to be able to pass on an additional hourly rate top-up to all of our operational colleagues. We were able to achieve this following the introduction of our revised terms and conditions for Support Workers from our Chance for Change programme, and with investment from AFG Reserves with agreement from our Board of Trustees.

During 2022/23 we were able to top-up NMW pay of £9.50 per hour to £9.90 for all hours worked – In terms of our Median GPG data this still shows as a level outcome, however this is at a Real Living Wage equivalent rate for the first time in many years.

The **MEAN BONUS** Gender Pay Gap



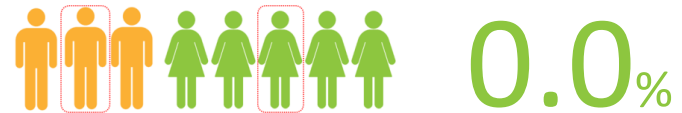
Our *Mean Bonus Gender Pay Gap* shows the difference between the mean bonus pay that male and female employees received over a twelve month period leading to 5th April 2022.

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 2022, 751 female, and 369 male colleagues received a bonus (In the form of a CFC Voluntary Sign-Up Payment, PRP Bonus Payment, Long Service Award, Credit Where Credits Due (CWCD) Vouchers or COVID Bonus Payment).

Our Mean Bonus Pay gap is favourable for female colleagues largely due to our Registered Manager pay framework where 80% of our Treatment & Recovery Centre Registered Managers are female.

Our **MEDIAN BONUS** Gender Pay Gap

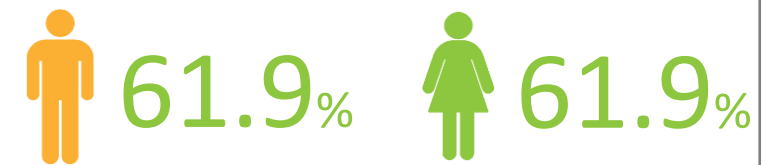


The **MEDIAN** Gender Bonus Gap takes the middle pay value from a sorted list of bonus payments received by each gender during the twelve month period leading to the 5th April 2022 (lowest-to-highest). The difference between the mid-point average rate of pay for male and female workers then provides 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 £150.

During the twelve months leading to April 2022, AFG underwent a change programme we called '*Chance for Change*' – This concluded with a change to Support Worker Terms & Conditions and a new contract was offered to in-scope colleagues with a voluntary sign-up bonus payment offer of £150.

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 2022 as a percentage of the total 'Relevant Employees' for that gender.

At the snapshot date, the number of 'Relevant Employees' we had for this calculation was 1,809.

During this period, 369 male colleagues received a bonus out of 596 relevant male workers (61.9%);

During this same period, 751 female colleagues received a bonus out of 1,213 relevant female workers (61.9%)

The higher value bonus payments relate to RM Bonus Pay, CFC Sign-Up Payments, and Long Service Awards. During this reporting period, female workers typically reached longer service milestones in year.

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.

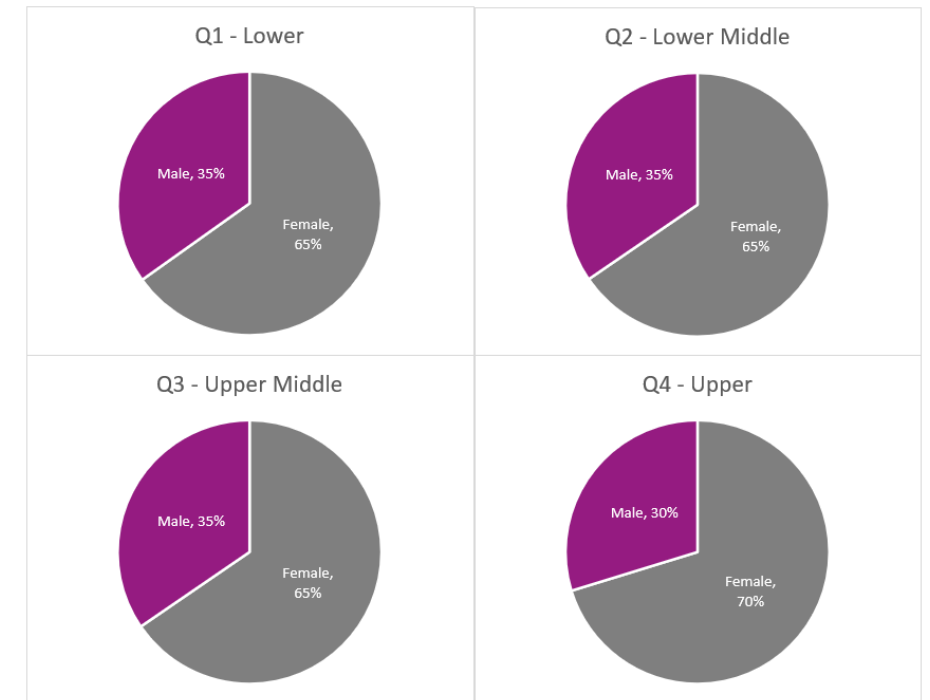
What do our quartile bands tell us?

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 2022.

Quartile	Female		Male		Total Headcount
Q1 - Lower	65.2%	230	34.8%	123	353
Q2 - Lower Middle	65.4%	231	34.6%	122	353
Q3 - Upper Middle	65.4%	231	34.6%	122	353
Q4 - Upper	70.3%	248	29.7%	105	353
Total	66.6%	940	33.4%	472	1412

Note - Data includes % value and headcount values for 'full pay relevant' employees



At the Snapshot date in April 2022, AFG had 1,412 full-pay relevant employees (1,809 relevant). 1,476 (81.5%) of our workforce were Support Workers who received National Minimum Wage of £9.50 per hour at that time (topped-up to £9.90 – RLW equivalent rate). Female representation within AFG in April 2022 was 66.6%.

Quartiles 1 to 3 have consistently reported at a comparable level to our organisational gender split in all reporting years – This has always been attributable to the fact that over three quarters of our workforce are on either National Living Wage or a comparable rate if AFG is able to apply a top-up to this basic rate of pay. At the snapshot date for 2022, 70.3% of the upper quartile was female / 29.7% male, this is a positive position showing better than average representation of female colleagues in our corporate, operational management and leadership roles.

How will we use our Gender Pay Data?

As I described at the beginning of this report, AFG continue to fight to achieve consistently better pay for our staff and the Health & Social Care sector as a whole.

During 2022, we have continued to raise the profile of the Real Cost of Care with our funders, and have highlighted the real terms impact that systemic low pay has on our workforce.

Over the last year we have been really proud to be in a position to invest some of our reserves back into staff pay, with our Support Workers receiving top-ups for their worked hours to a Real Living Wage equivalent rate, along with an opportunity to earn up to £10 per hour for overtime hours.

In April 2023, we will be launching our refreshed Strategy for the next three years – Our people, and our Employee Value Proposition (EVP) will be a focus of this.

We have made some great progress already, however we can see plenty of new opportunities to improve how we recognise, reward and develop our people.

Careers in Health & Social Care is really important to us, and key deliverables of our refreshed People & OD Strategy will be Career Pathways, skills development and Succession Planning. This will provide us with further opportunities to improve our GPG, as we spot and develop our future leaders within our own workforce.



**GENDER
PAY GAP**

Closing it together